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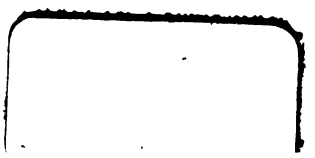

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FROM

COMMISSIONERS, INSPECTORS,

AND OTHERS:

THIRTY-FOUR VOLUMES.

— *(21.)* —

LABOUR—*continued.*

Session

31 *January* 1893——5 *March* 1894.

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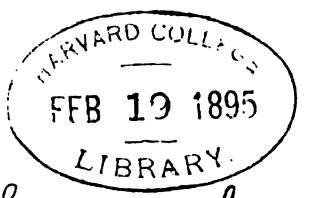

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ROYAL COMMISSION ON LABOUR.

THE AGRICULTURAL LABOURER.

VOL. II.

WALES.

REPORTS

BY

MR. D. LLEUFER THOMAS (ASSISTANT COMMISSIONER),

UPON CERTAIN

SELECTED DISTRICTS IN THE COUNTIES OF

ANGLESEY, CARMARTHEN, CARNARVON, DENBIGH, GLAMORGAN, MERIONETH, MONTGOMERY, AND PEMBROKE,

TO WHICH IS ADDED A

REPORT

BY

MR. C. M. CHAPMAN (ASSISTANT COMMISSIONER),

UPON A

SELECTED DISTRICT IN THE COUNTIES OF

BRECON AND RADNOR,

WITH

SUMMARY REPORT

PREFIXED.

ALSO

ANALYTICAL AND GENERAL INDEXES.

Presented to both Houses of Parliament by Command of Her Majesty.
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ROYAL COMMISSION ON LABOUR.

THE AGRICULTURAL LABOURER.

WALES.

A.—SUMMARY REPORT

BY

MR. D. LLEUFER THOMAS
(ASSISTANT COMMISSIONER).

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THE AGRICULTURAL LABOURER.

A.—SUMMARY REPORT.

To Geoffrey Drage, Esq., Secretary,
Royal Commission on Labour.

2, Brick Court, Temple, E.C.,
28th February 1893.

SIR,

THE AGRICULTURAL LABOURER.

1. I have the honour of submitting to you this final report on the condition of the agricultural labourer, being a general review of the inquiries held by me, in pursuance of my instructions, in seven selected poor law unions in different counties both of North and South Wales, during the year 1892. As I have already forwarded to you a detailed report on each separate union, I shall endeavour to confine myself in this report to a general summary of facts and a comparison of the conditions existing in different districts.

Scope of Report.

2. According to the Census of 1881, the total number of persons returned under the description of labourers (both male and female) engaged in agriculture amounted, in Wales, to 45,665 or 3 · 3 per cent. on the total population ; of these 40,896 were males and 4,769 were females. But as the holdings in Wales are generally small as compared with England, while the occupiers and their families often do all the farm work with the aid of but little hired labour, a better estimate of the importance of the agricultural industry of the country may be formed by considering the proportion to the whole population of all persons returned as being engaged in agriculture. This amounted in 1881 to 11 per cent. for Wales alone as compared with 5 · 3 per cent. for the whole of England and Wales. A table giving the number of agricultural labourers for each county for 1851–1881 is inserted in the Appendix (A.), but the population enumerated in 1891 has not yet been classified according to their occupations.

Proportion of population engaged in agriculture.

3. A brief sketch of the conditions under which the land is held and cultivated in the districts visited by me will perhaps be of some help to understand those special circumstances which, in agricultural matters, differentiate Wales from England.

Conditions under which cultivation is carried on.

I shall first refer to the relative positions of the three parties interested in the land,—the landlord, occupier, and labourer.

The ownership of the land is distributed between a comparatively large number of persons, with the result that there are but few really large estates (of agricultural land only) in Wales. The best instances of extensive, and at the same time well consolidated, estates came under my notice in the Pwllheli Union, the greater part of which is made up of the three great estates of Penrhyn, Vaynol, and Glynllifon. Larger than any of these, but more scattered, are the Wynnstay and Powis estates, portions of both of which are included in the Llanfyllin Union. But there are no estates comparable with these, from the point of view of size, in either of the three other unions of North Wales visited by me.

Ownership of land.

Turning to South Wales, I found in the Bridgend and Cowbridge Union scattered members, so to speak, of large estates, owned, for instance, by Earl Dunraven, Earl Wimborne, the Marquis of Bute, and Miss Talbot of Margam. These form, as it were, so many appendages to mineral and industrial properties whose colossal magnitude dwarfs the apparent value and importance of the agricultural portion of these estates.

4. The Narberth Union, on the other hand, is in some respects not unlike that of Dolgelley, which has been described not inaptly as the home of "squires" ; but it has also another characteristic common to the western counties of South Wales, viz., the mortgaged freeholder.

Land-hunger and excessive competition producing—(1.) The mortgaged freeholder.

Such is the land-hunger in this district that whenever any land is put up for sale tenant farmers bid recklessly against one another; they run up its price to a fancy maximum, and when it is knocked down to one of them the buyer has to borrow nearly the whole of the purchase money so that the interest payable thereon often exceeds what would be a fair rent for the property. While most landlords in time of great depression

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grant certain remissions from their full demands, the mortgagee, regarding his transaction as a purely commercial one, cannot admit any moral obligation on his part to reduce the per-centage of his interest. This class of freeholders have, many of them, been driven to the verge of bankruptcy within the last few years, while none have escaped without being seriously pinched in their circumstances. Their only chance of being able to make both ends meet in such times is by dispensing with all hired labour and keeping their children who might be earning decent livelihoods in other occupations to work on the farm at home and so help to wipe off the ever-recurring interest. The same result also follows from another form of land-hunger which makes tenants compete for the occupation of farms, particularly if the landlord has no other rule for the selection of tenants than to let his farm to the highest bidder. In North Wales, as a rule, farmers leave the purchasing of their holdings to the gentry, to the professional class, and to the capitalist, so that the mortgaged freeholder is not so commonly met with, Lleyn (in the Pwllheli Union, par. 6) probably being the only district where he is encountered.

Pwllheli, 6.

(2.) Tenants with inadequate capital.

There is also in North Wales a better understanding among farmers not to compete against each other for the occupation of farms. Perhaps it is in Anglesey that this spirit of competition approaches nearest to what it is in South-west Wales.

The existence of both these forms of competition has a serious effect in reducing the available capital of farmers and in consequently lessening the amount of labour which they are able to employ.

Disappearance of the old yeoman class.

B. & C. 5.

Llanfyllin, 9.

5. Apart from those who have in recent years bought their holdings in the manner indicated, the older class of herditary yeomen have all but disappeared. This is particularly the case in the Bridgend and Cowbridge Union (par. 5) and in the Llanfyllin Union (par. 9) where their freeholds were bought up either by the larger landowners to consolidate their estates, or by fresh settlers in a district to form the nucleus of a larger property.

Relations between the landowner, occupier, and labourer.

6. Under all these circumstances there are practically only two great classes dependent on the land in Wales, viz., those who own the land and those who cultivate it; and they are separated by well-marked lines of difference, chief among which perhaps is the difference of language. It is far too often the case that where Welsh is almost the sole means of communication with, and among, the tenants, the landlord has to rely upon his agents, bailiffs, or gamekeepers for information which he is unable to obtain at first hand from his tenants themselves. In Scotland, it is sometimes said, the son of the laird often sits by the side of the labourer's son in an elementary school; but in Wales, though the children of farmers and labourers always attend the same school, those of the landowner do not share their early life with their subordinates in the same way. Except in the Vale of Clwyd (Ruthin Union 7, 48) and in a less degree in Anglesey (par. 9) there is no well-marked distinction between farmers and labourers, for the one class merges into the other: the farmer himself works alongside with the labourer on his farm, or he may have sons who are engaged as servants at another farmer's. The labourer, on the other hand, has often a small holding, and if thrifty, as he generally is, hopes to rise eventually to the position of an employer of labour. In the two districts which I have mentioned there appears, however, to be a greater tendency to caste, resulting in a distinct peasant class separate from the farmer class, and here I found more room for hostile feeling between employer and employed than elsewhere.

Ruthin, 7, 48.
Anglesey, 9.

Comparative smallness of holdings.

7. From what has been said of the social position of Welsh farmers, it may be inferred that their holdings are generally small in extent, and where there are apparent exceptions they chiefly consist of large sheep runs and unenclosed or uncultivated mountain land. The largest holdings that came under my notice for instance were, first, the two farms (owned as well as) cultivated by Mr. Marshall Dugdale near Llanfyllin (par. 10), amounting together to about 800 acres, and second, Boverton Farm near Cowbridge (par. 6), which is slightly less in extent. But the farms that exceed even 200 acres (of cultivable land) can in each union be easily counted on one's fingers, while the overwhelming majority are less than 200 acres each.

Llanfyllin, 10.
B. & C. 6.

Narberth, App. B., 10.
Dolgelley, 13.

As a result, small holders rely a good deal on each other's help for such operations as require a large number of hands, *e.g.*, threshing in arable districts and sheep shearing on mountain farms. The mutual help system is known in Welsh as "cymorth," *e.g.*, "cymorth teilo" and "cymorth troi" in cultivation, and "cymorth dyrnu" in threshing, and is a survival of the old Welsh custom of "Cymhorthau," which were prohibited in the Tudor period owing to the opportunities which they afforded the people for assembling together in large numbers.

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THE AGRICULTURAL LABOURER.

Possibly the comparative smallness of the holdings may also account for a fact that militated somewhat against the success of my inquiries. It is a rare thing to find accounts of any kind being systematically kept by Welsh farmers, and book-keeping is practically unknown among them. It was therefore no easy task for me to obtain reliable estimates as to the cost of different farm operations, or even of the total payments in respect of the cultivation of different crops.

Use of steam, wind, water, and ordinary horse-power in agriculture. B. & C. 19.

8. Owing also to the limited extent of holdings, as well as the uneven surface of the land in many districts, operations on a large scale are often impossible; thus it is on Boverton Farm only (Bridgend and Cowbridge, par. 19) that steam is used (to my knowledge) in cultivation. It is fairly common, however, for threshing purposes in all districts where corn is grown to any extent. The practice is for the machine proprietor to undertake the threshing by contract, or to charge so much a day for its use. The small holders sometimes bring their corn to the larger farms to be threshed before the machine is removed, or have to fall back on horse or water power for the purpose.

I know of no other agricultural purpose for which steam is used in Wales. As to other forces of nature, wind power is utilised in the Anglesey and Pwllheli Unions for turning corn mills, but these belong to independent millers, and so far as I know there is no instance of a farmer who has a windmill in connexion with his farm, though wind power might perhaps be advantageously tried on some of the largest farms in these districts for crushing oats, pulping roots, cutting chaff, and driving other farm machinery.

Dolgelley, 5.

These last-named operations are performed at most of the hillside farms in the Dolgelley Union (par. 5) by means of water power which might be more extensively utilised in other parts, where a steady supply of water is easily procurable. Welsh farmers and others are beginning to appreciate the value of their water supply as a great natural power, now that the water-sheds of Wales are being appropriated for the use of distant towns.

But what has chiefly lessened the drudgery of manual labour has been the introduction of such labour-saving machinery as is worked by horse-power. This is most noticeable in the case of the hay harvest on lowland farms where no extra hands are now required. Reaping machines are, however, used in only a few cases, and self-binders are probably confined to the Bridgend and Cowbridge Union only.

Thus, in Wales, machinery has not replaced manual labour to the same extent as it might have been expected. In many cases it has made possible a more thorough cultivation, which in turn has necessitated an increase of labourers. Whenever a large decrease has taken place it is attributable not so much to a change in the method of farming as to a change in the very nature of the agriculture pursued—the substitution of stock grazing for cultivation.

Nature of Welsh agriculture. Ruthin, 5.

9. The character of Welsh agriculture is essentially pastoral. In none of the unions visited by me does the whole of the arable land amount to the total extent of the permanent pasture, though it exceeds the latter in that portion of the Ruthin Union (par. 5) which consists of the lowlying land of the Vale of Clwyd, and in the Llandyfrydog sub-district of the Anglesey Union (par. 7). Next to these, in the order of the comparative extent of cultivation, are the residue of the Anglesey Union, the Lleyn (or peninsular) portion of Pwllheli Union, and the country popularly known as the Vale of Glamorgan (*i.e.*, the Cowbridge district) of the Bridgend and Cowbridge Union In the Llanfyllin Union the permanent pasture is more than double the arable land, while in the Narberth and Dolgelley Unions it is about four times the quantity. Cultivation has been gradually abandoned in favour of grazing to a considerable extent in the south of Glamorgan and the unions of Narberth (par. 16) and Llanfyllin; the proportions in the Dolgelley Union have remained fairly stationary, while in all probability it has been slightly increased in some districts of the Ruthin, Anglesey, and Pwllheli Unions. Taking the whole of Wales, however, the total amount of its arable land has diminished during the last 20 years by a trifle more than one-fifth of its original extent, or more precisely 21 per cent., as compared with a similar decrease in England of 14 per cent. Outside the cultivated area there are also in some districts, *e.g.*, those of Dolgelley and Llanfyllin, extensive sheep runs or hill grazings, of which no reliable account was available until recently. In a return just issued by the Board of Agriculture it appears that there are approximately in Wales 953,000 acres of such unenclosed mountain land, not previously enumerated, over which sheep and other live stock range for at least a portion of the year.

Anglesey, 7.

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General characteristics of agricultural employment in Wales:

10. It is also well to understand at the outset what is the Welsh method of paying labourers, as it has an important bearing on the labourer's position and his relation to his employer. The practically invariable rule with native Welsh employers is to board their men, and in the case of young unmarried persons to lodge them on the premises as well. This is quite apart from perquisites, &c., which vary greatly in different districts. Where labourers live on their own finding there are some special circumstances accounting for such a deviation from the custom of the country. The natural inference would at once be that the employer is an Englishman, or is putting to trial an English mode of dealing with his labourers.

Day labourers fed, and unmarried servants boarded and lodged. B. & C. 13.

The Bridgend and Cowbridge Union (par. 13) is, however, an exception, for there a large number of labourers habitually live on their own finding. So inseparable an incident to a labourer's employment in other Welsh districts is his board, that in the Report of the Commission on the Employment of Children, &c., in Agriculture (1867), it is stated "that the agricultural labourer, as understood in England, viz., as a man "providing his own food and that of his family, and dependent altogether on the "wages he receives from his employer, is comparatively rare over a large part of Wales."

The Welsh system brings the labourer into very close contact with his employer, and gives the latter plenty of opportunities for exercising a beneficial influence over his subordinate, if he chooses to do so. As a rule there is a greater community of social ideas between the two classes under such circumstances, and there is every inducement for either party to give frequent proof of his interest in the other's welfare. Like everything else, it is however liable to be abused, and the quality of the food provided is a prolific source of dispute and of ill feeling between master and man. But though it is generally acknowledged that the labourer gets at his employer's table better food than he would, if living on his own finding, it is quite as readily admitted that the home-staying members of his family suffer in proportion. It would be easier for the labourer's wife to cater for the whole family if her husband's wages were paid altogether in cash than it is for her to do so now when so large a portion of his wages is retained in respect of his board.

Ruthin, 51.

I.—THE SUPPLY OF LABOUR.

The supply of labourers fluctuating with the condition of other industries.

B. & C. 11.

11. The supply of labour for agricultural purposes may generally be described to be in proportion to the distance at which a district is situated from an industrial or mineral centre, but the supply may also be considerably influenced by many local considerations, such as the nature of the travelling facilities, while the general condition of trade accounts for temporary and periodic fluctuations. Of the unions visited by me, the only districts where a continuous (as opposed to a merely intermittent) scarcity of labourers is felt, are the Bridgend and Cowbridge Union (par. 11) and certain portions of the Narberth and Llanfyllin Unions.

Labourers from Wilts, Somerset, and Devon, from Hereford, and the Cirencester district in Gloucestershire, have almost everywhere superseded the indigenous Welsh labourer in the Vale of Glamorgan, excepting along the seaboard, in parts that are remotest from railway communication. But even the new comers do not, as a rule, remain very long on the land, for higher wages and shorter hours almost invariably succeed in attracting them to the mineral districts, so that other labourers have to be continually drafted from the same English counties to replace them.

Narberth, 12, 17. Llanfyllin, 15.

The South Wales "works" also attract labourers in large numbers from the unions of Narberth (par. 17) and Llanfyllin (par. 15), though the scarcity is not nearly so acutely felt. When the coal trade is brisk, coal mining is capable of absorbing a large quantity of unskilled labour, a state of things against which some miners' agents protest. The slate quarries of North Wales do not seem to drain the agricultural population so exhaustively, one probable reason for the difference, apart from the smaller dimensions of the industry, is that those who are engaged at the chief quarries form a kind of hereditary guild of skilled workmen, into which it would be difficult for an agricultural labourer to be admitted, though he might be employed about the quarry on such unskilled work as clearing rubbish, &c. Railway work has also absorbed large numbers of labourers from rural districts.

In addition to these competing industries within Wales which have attracted so many labourers from farm work, large numbers have migrated from Wales to the United States of America—probably Montgomeryshire has provided more emigrants than any other agricultural county. During the great Mormon propaganda of some 30 or 40 years ago hundreds of men left the districts of Wick and St. Brides Major in the South of Glamorgan for Salt Lake City. A Welsh agricultural colony founded in

Bridgend and Cowbridge, App. A. 4.

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1865 at Chupat in the Argentine Republic has also drafted from Wales a small portion of the rural population, but Canada and other agricultural colonies have not proved very attractive fields of emigration for Welsh labourers.

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12. In no part of Wales is there at any time or season of the year any appreciable number of agricultural labourers out of employment, if they are willing to work at all. A farmer generally engages all the servants and labourers he is likely to require at the hiring fair or at the commencement of the term of service. If a man is not then engaged, and has no sure prospect of plenty of job work, he straightway migrates, in North Wales to the quarries, or in South Wales to the "works." Thus the supply is practically never greater than the demand, though the reverse is very often the case. A Somerset labourer in South Glamorgan mentioned that the difference between the two counties which had struck him was that if in Somerset a man once left the farm where he was employed he would never be taken back to service a second time (and perhaps would find it difficult to get employment on any other farm in the same neighbourhood), but in Glamorgan it is not unusual for a labourer to leave his employment and go to the "works" for a period, and then return to work on the same farm.

No "unemployed" in agricultural districts.

B. & C. 30.

13. In addition to the introduction of English labourers into the South of Glamorgan there is another form of immigration to be found in South-West Wales and possibly in other districts. Scores, if not hundreds, of English lads from reformatories, from ragged and industrial schools and similar institutions are brought, chiefly through the agency of a few clergymen, to the most rural parts, and apprenticed to farm work. In some cases they are thrown upon their own resources to a deplorable extent, as the common language of all round them is Welsh, while they can speak English only, though many of them pick up the vernacular in a remarkably short time. This system may in course of time have a very serious effect upon the labouring class, both those who are introduced and the native labourers, unless it is placed under certain regulations and some provision made for the social and spiritual wants of the monoglot English lads who are thus imported into agricultural districts. With these two exceptions mentioned there are no other instances of agricultural labourers migrating into Wales either for particular seasons or for permanent employment. But in some parts there is a slight shifting to and fro among native labourers at harvest time. Thus Denbighshire men go from the Vale of Clwyd to the more hilly districts of Merioneth for the haytime, and return home to their own county for the corn harvest. Men from Anglesey (par. 12) and Lleyn (Pwllheli Union, par. 13) also go hay-cutting and hay-making for weeks in the uplands of Carnarvonshire. In South Wales men who work at the collieries but whose families live in the country often go home for a month or so at harvest to work for the owners of their cottages. But there are no Irish labourers who now come to Wales for the harvest as in former years, and each district tends to become more and more self-contained and independent of outside labour, which under the best of circumstances is dear if not also wasteful.

Immigration of labourers.

Dolgelley, 14. Anglesey, 12. Pwllheli, 13. Narberth, 15.

14. Since the year 1851, the date at which the population statistics given in Appendix A. commence, there has been a continuous and steady decrease in the numbers of persons described as labourers engaged in agriculture.

The following is a summary of the results to be deduced from those figures :—

Steady decrease in numbers of agricultural labourers since 1851; its causes.

PER-CENTAGE of DECREASE of AGRICULTURAL LABOURERS.

Male and Female.	1851–1881.		
	1851–1861.	1861–1871.	1871–1881.
North Wales - - - - -	21·7	25·8	11.7
South Wales - - - - -	14·2	29·4	17·8
All Wales - - - -	17·9	27·9	15·0

I have already suggested some of the causes which have contributed to this decrease, but they may be once more enumerated here.

(1.) The increase of permanent pasture at the expense of arable land. Strictly speaking, this is not a primary cause, being itself the result of certain economic changes which are outside the scope of this inquiry. The extent and local distribution of this conversion of arable into pasture land have also been indicated in par. 9.

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(2.) The introduction of labour-saving machinery. This has more particularly affected the hay and corn harvests in Wales, while in other respects it has lightened the labourer's burden rather than reduced the amount of his manual work.

Llanfyllin, 28. Dolgelley, 46.

(3.) In the several unions of Bridgend and Cowbridge, Llanfyllin (par. 28), and Dolgelley (par. 46), it was alleged that the enlargement of farms by the amalgamation of small holdings, and the multiplication of "bye-takes," had also contributed to the decrease, not only of the agricultural population generally, but to the total amount of the hired labour employed. In most districts this process appears to have ceased from 10 to 15 years ago, though it was stated in the Dolgelley Union that it is still going on in that district.

Narberth, 16. Llanfyllin, 16.

(4.) There appears also to be in many districts a signal want of mutual confidence between landlord and tenant which seriously affects the manner in which farming is carried on. Tenants themselves generally describe the situation by referring to the "insecurity of tenure and the liability to disturbance, as well as the excessive rents "exacted from tenant farmers often on their own improvements." Landlords, on the other hand, deny the charges implied in such assertions, and even lay the blame for insufficient cultivation at the farmer's own door. There is no doubt, however, that in some parts of Wales considerably less labour is employed on many farms than might profitably be, owing to the want of a perfect understanding between the parties concerned, though it would sometimes be difficult perhaps to discover the source of the distrust which produces such an effect.

Narberth, 17.

Besides the reduction in the actual number of those employed in agriculture, there has also been another change in the same direction, though different in its form: though the number be kept up, younger hands or indoor servants commanding smaller wages are now employed to take the place of more experienced elderly married labourers. This change is almost universal in Wales, though perhaps it is not found Pwllheli, 12. to the same extent as elsewhere in the Unions of Anglesey and Pwllheli, where it was asserted that the best farmers are keeping a larger and better staff than they were 20 years ago. Such cases were, however, admitted to be exceptional, so that there is but little doubt of the universality of the double form of reduction in the labour employed. When it is also considered that there has been a concurrent reduction in the hours of labour in most districts, the total quantity of manual labour performed in agriculture must have seriously diminished in Wales within the period referred to.

Greatest decrease in the number of females employed.

15. The figures given in par. 14 refer to both males and females engaged in agriculture. At the earliest of the dates referred to (1851) women were very commonly employed in agriculture in certain districts of Wales. This was more the case in the southern than in the northern counties. The more particular distribution of the custom may be inferred from the statistics given in Appendix A., as well as from a perusal of the reports of the Assistant Commissioners under the Royal Commission on the Employment of Children, Women, &c. in Agriculture (1867). The proportion per cent. of either sex so engaged as returned in the censuses of 1851–1881 is as follows:—

	1851.		1861.		1871.		1881.	
	Males.	Females.	Males.	Females.	Males.	Females.	Males.	Females.
North Wales - - -	75·8	24·2	89·9	10·1	92·1	7·9	94·6	5·4
South Wales - - -	67·5	32·5	80·9	19·1	82·9	17.1	84·8	15·2

This decrease in the proportionate numbers of female labourers has been due, partly to the almost total abandonment of the practice of employing female labour in the open field, partly to other causes.

Dolgelley, 27.

There has grown up among the labouring class a greater desire to see the wife staying at home to attend to the wants of the family rather than to see her leaving her children for the sake of earning a few extra shillings. It is also expected that the husband's wages should be enough to enable the family to dispense with the necessity for the wife's labour, though there is no objection to her undertaking such homework as she can do without absenting herself from her home, *e.g.*, laundry work (Dolgelley, par. 27).

On the other hand, one also finds that most employers have come to the conclusion that the employment of females in field labour is both "economically false and morally wrong," so that in many districts women are never even asked to do an occasional day's work in the fields. Considerably more female labour is to be found in the

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southern than in the northern counties of Wales, Cardiganshire being generally recognised as occupying the premier position as a female-employing county. I also found in some parts of Pembrokeshire (Narberth, App. B., par. 8) a kind of understanding, not very clearly defined, that the wives of labourers who lived as "bound tenants" in cottages belonging to their employers should work when required on their employers' farms, for turnip hoeing and general harvesting. The custom bears some analogy to, and may have sprung from the same origin as the "bondager" system of the south-eastern counties of Scotland.

Present extent of female employment.

16. In conclusion, female labour, directly or indirectly connected with agriculture, is at present restricted to the following departments of work:—

1. Such domestic operations as housekeeping, the preparation of the labourers' food, gardening, and the feeding of pigs and poultry.

2. Dairy work, including the milking.

3. In the Narberth Union (and other districts in South-West Wales), the feeding of milch cows, and practically all the necessary attendance upon them in winter.

4. In South Glamorgan (Bridgend and Cowbridge, par. 20) a little sheep milking is still done in the summer months by labourers' wives, but it is a matter of increasing difficulty to get women who are willing to do this work, which is acknowledged to be a disagreeable one. B. & C. 20.

5. In hilly districts, where cultivation is carried on, young servant girls often have charge of a team of horses in harrowing, and where threshing is done by horse or water power, women generally help by taking a man's place at some point or other.

6. Occasional help in hay-time or harvest, and less frequently, in setting and picking potatoes, turnip-hoeing, and gathering stones, &c., in hayfields. This is mostly found in the Narberth and Dolgelley Unions, or perhaps it would be more accurate to say that it is in districts where small holdings are most numerous. As was stated by a witness in the Dolgelley Union (par. 16): "Women have to work very hard on the small farms; "they do the chaff-cutting and churning which are done by hand. The husband "often goes to work to the mines or elsewhere, leaving the hard work at home to be "done by his wife; in fact much of the burden of home-work on small farms is "thrown on the women, whether a servant girl, a daughter, or a wife." Dolgelley, 16.

In most districts there is a kind of traditional aversion on the part of labourers to condescend to milk cows. Where there are cow-men or stock-men who take part in the milking they are either labourers of other nationalities who have immigrated to Wales, or young lads who are compelled to milk, much against their will as a rule.

Great scarcity of female servants for agricultural work. Its causes. B. & C. 20. Dolgelley, 16.

17. There is a much greater scarcity of maids for farm service than of (male) labourers in every part of Wales. One reason is that their hours of work are longer, and their work, comparatively speaking, is harder than is the case with labourers; they are the earliest to rise in the morning and the latest to retire at night, and during the whole day they are perhaps under the vigilant eye of their mistress. A Glamorganshire correspondent speaks of their work as "hard and endless." It is only another illustration of the old couplet that—

"Man's work is from sun to sun,
But a woman's work is never done."

Perhaps also town life has a greater fascination for them than for the men. The number of country girls, daughters of agricultural labourers, who go in for dressmaking is astounding, and one often wonders if half of their number get any work at all. Welsh girls are also in great demand as domestic servants in England, owing to their character for industry, honesty, and cleanliness, partly the result of an early religious training, and partly (in many cases) of a bringing up on a small holding where a taste for work has been acquired (Llanfyllin, par. 17). Llanfyllin, 17.

The watering-places and other tourist centres in North Wales are often the means of drawing good girls from the farms, leaving inferior ones behind. In their new situations they get good wages, a large amount of gratuities and presents from visitors, and what is sometimes more appreciated, a lively, albeit a hard time during the continuance of the short season. The best girls are then almost invariably taken to England by the visitors, and in time are the means of inducing others to follow in their wake (Pwllheli, par. 10). Pwllheli, 10

But though farmers are thus often at their wits' end for servant girls, and have to attend hiring fairs at great distances from their homes for the sake of obtaining some, the most serious feature of the case is the growing scarcity of *competent* girls who can take charge of the dairy and of other work requiring care and responsibility. This leads us to a consideration of the more general question of the comparative efficiency of labourers. B. & C. 11. Dolgelley, 19.

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Comparative efficiency of labourers considered.

18. Complaints as to the deterioration of labourers were frequently made during the inquiry, but on close investigation I found that they were not altogether well-founded. It was stated that there are now but few labourers compared with former times that can cut a clean drain or lay a hedge properly. In their self-defence, the labourers retorted that the opportunities for acquiring efficiency in these works are not nearly so numerous as they were 20 years ago. Then, a labourer would be specially engaged on the larger farms to look after ditches, drains, and fences, while now one of the ordinary servants is expected to attend to them, as occasion may require. The fact that younger men are now engaged in substitution for elderly married labourers should also be taken into consideration, so that the work of young men should not be contrasted with the performances of much older people (B. & C., par. 12; Narberth, par. 17; Llanfyllin, par. 30; Pwllheli, par. 14).

B. & C. 12. Narberth, 17. Llanfyllin, 30. Pwllheli, 14.

In some kinds of work a distinct improvement was generally admitted; for example, in ploughing and sheep-shearing. Stackmaking has also improved in Pwllheli (par. 14) and Anglesey (par. 13), though probably not in other districts, certainly not in South Wales. With reference to those occupations where the "will" plays an important part, such as in attendance on horses and cattle, there is much diversity. Some labourers limit their work to the irreducible minimum, while others have a real love for the animals in their charge, and will attend to them late and early (Bridgend and Cowbridge, par. 14). As a general rule, however, labourers of the present day are much more careless and indifferent than their predecessors, and are less willing to put themselves to any little inconvenience to oblige their employers. Wherever there is a deterioration of skill and an increased absence of willingness, there is also to be noticed on the part of the labourers a greater desire to be continually changing their service. The time-honoured custom of rewarding long service by means of premiums and gifts in kind has practically died out. Formerly in South-West Wales every servant who remained in the same place of service for seven years was entitled to a heifer, while maid servants were similarly rewarded with a pair of blankets. Money premiums were also given by farmers' clubs in recognition of long service, but not a single instance of the kind came under my notice as still extant in the course of the inquiry. In some districts, ploughing matches and similar competitions in agricultural work have also disappeared, though in Anglesey and Pwllheli the interest taken in them has probably increased of recent years. Elsewhere it is significant that the prize-winners are generally the sons of small farmers, just those persons who might be expected to feel the greatest interest in farm work, and who also have the best opportunities for acquiring efficiency in their work (B. and C., par. 12).

Pwllheli, 14. Anglesey, 13. B. & C. 14. B. & C. 12.

Another noticeable fact is the great decadence of skill in wood-carving and kindred handiworks, which were a special feature of almost every farmer's kitchen in the winter evenings 40 years ago or less. In this way spoons, ladles, and platters were skilfully carved, while all sorts of baskets, brooms, mole-traps, and implement handles for the use of the farm were either made or mended by the servants. Very few of the younger men can now make a spoon, and most of the articles enumerated are therefore bought instead of being made at home.

Farmers dispensing with the best men, *e.g.*, "hwsmon" for the sake of retrenchment.

19. The truth is that there is no one to teach the younger men as they grow up; the farmer himself does not feel enough interest in his employées to do so, while he has also probably dispensed with the services of a more experienced servant, who could do so, with the view of reducing the amount of his labour bill. In North Wales, for instance, the leading servant on a farm, if vested with some responsibility, is generally called "Yr hwsmon" (the husbandman). He acts as a kind of foreman or working bailiff. But the number of men so engaged has very materially diminished within recent years, especially in the Unions of Llanfyllin, Dolgelley (par. 22), and Ruthin. This means that the best, most experienced, and most trustworthy among the agricultural labourers are being dispensed with, younger men being engaged in their stead. I have not been able to discover the counterpart of the "hwsmon" in South Wales. In all probability there is none, as there is less tendency to specialise different departments of farm-work in South Wales. On a fully equipped farm in North Wales there are the foreman (hwsmon), the stockman (porthwr), the first and second carter, and the spade-man (dyn hefo' i raw). Though there may be the same number of servants on a given farm in South Wales, there is not the same delimitation of work, and labourers are therefore men of odd jobs rather than specialists in one work.

Dolgelley, 22.

As the "hwsmon" is regarded as the highest type of agricultural labourer (in North Wales), some definition of his duties may not be inappropriate. In the winter, his duties are often those of an ordinary servant, and he may be acting as head carter,

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cowman, or "spademan." But in the summer term, when all the men are more together, the responsibility of management chiefly rests on him. At hiring time he is engaged first, and has sometimes a good deal to do with the selection of the other hands. The younger men also want to know who is to be the "hwsmon" on a certain farm before they engage themselves, as they often have a preference for one man over the other. As a rule he remains longer than other men in the same service. The points in which he is expected to excel are: (1.) Ability to get work out of the others either by active leadership or by good arrangements. He should see that they do not quarrel among themselves nor in any other way waste time. (2.) Punctuality in the morning. (3.) Skill in stack building. (4.) Economy at table; he is expected to see that moderation is observed with the butter, that no good food is thrown to the dogs, &c. It is rarely that he has anything to do with the charge of animals or in shepherding, except that on Sunday mornings he may relieve the farmer himself by looking over the cattle and counting the sheep. It would probably tend to have a wholesome effect upon the discipline of young unmarried labourers if in addition to the above duties the hwsmon were vested with plenary powers over the servants at night and over their sleeping room with the view of preventing any of the men from remaining out later than a certain hour every night and from otherwise abusing the system of outdoor accommodation for servants.

What can agricultural education do for the labourers?

20. In view of the difficulty of obtaining a good supply of capable and reliable foremen, it is worth considering whether some system could not be devised by which certificates of proficiency could be granted to labourers of acknowledged skill and well-tried experience. If labourers could be brought to recognise that for the future their safety lies not so much in the cultivation of mere physical strength as of their skill and intelligence there would soon be a change for the better in their positions, their services would be almost double their present value to their employers, while the seeming monotony of their work would be greatly relieved by a totally new interest bred of a quickened intelligence. This would also tend to stem the tide of migration from rural districts to the large industrial centres. If we could develop more home-work on the farm such as the curing of bacon, preparing potted cream for the market, and other similar work, farming would be more profitable, a greater number of men could be employed, and that not intermittently but all the year round, so that there would be a greater inducement for good servants to remain in the same service for a long time.

It is therefore gratifying to know that technical agricultural instruction is already in many districts in Wales within reach of labourers, and what is now required is to show them how they could be benefited by such instruction.

The University Colleges located at Aberystwyth and Bangor respectively have organised schemes of extension lectures, and other forms of out-college instruction in agriculture so as to practically cover the whole of Wales excepting Glamorganshire and a part of Breconshire. Welsh as well as English lecturers are engaged in connexion with both colleges, so that what is generally spoken of as the bilingual difficulty is easily overcome. It will naturally take some time before any large numbers of adult labourers will be brought under the influence of the instruction given. The Rev. John Owen, M.A., Welsh lecturer under Bangor College, says that only a few labourers yet attend his lectures, but that he has, however, had two labourers, who though very deficient at first in their knowledge of English, have succeeded in gaining elementary and advanced certificates in agriculture in the South Kensington examination. Mr. Forrester Addie, agent for the Powis Castle estate, also refers to a somewhat similar case in Montgomeryshire. "Two years ago I had attached to the Pool Quay School, with Lord Powis's "concurrence, three or four acres of land, the schoolmaster having made himself com-"petent at my suggestion through the agency of the Bangor College. An evening "class was formed; it was attended by farmers, their sons, and a good proportion of "labourers, and the result has been most gratifying. One labourer, now head wood-"man on a part of this estate, attended, passed the examination, and he would rather "astonish probably better educated people with the extent of his agricultural "knowledge." But Mr. Addie thinks there is a danger of making the instruction too theoretical, and he adds, "I am greatly averse, however, to attendance at these centres "*merely to pass examinations* and get certificates. Everything should be made *as* "*practical as possible.*"

An ideal type of popular agricultural instruction.

21. As several references have been made in the district reports to the agricultural work of the North Wales College (Bangor) some fuller account of it may be interesting. Two most important branches of the out-college work are (1) the dairy instruction given

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at three dairy schools as well as by means of a fully equipped travelling dairy; and (2) courses of lectures given at local centres to classes of schoolmasters with the view of enabling them to qualify themselves (as in the case quoted above by Mr. Addie) to give the instruction in agriculture contemplated in the new education code, and also to hold evening classes under the Science and Art Department. Professor Gilchrist, agricultural lecturer at Bangor, also hopes that it will be possible to extend this system of edcucation so that the classes formed will be composed of lads who have just left school and are beginning farm work. "We have as yet done nothing in this direction," he writes, "but I feel that there is an excellent field here for useful work. We "have done work in this direction for dairy maids in our three dairy schools, with the "result that many of the pupils who have been with us have been able to improve the "quality of the butter they make at home." Similar work is carried on in Mid and South Wales in connexion with the Aberystwith College. The organised instruction thus provided forms, according to a recent annual report of the Board of Agriculture, a "type on the lines of which it may be feasible to organise systematic agricultural "education throughout the kingdom," and fuller details of their schemes are therefore given in the Appendix. Mr. Forrester Addie is, however, desirous of extending this organisation so as to include (in addition to the present work) forestry, horticulture, gardening, hedging, ditching, ploughing. "I should like to see indeed every branch "connected with agriculture and rural life properly taught." In fact, Mr. Addie and a few others appear to be aiming at an organisation for the greater part of Wales which would correspond to the agricultural institute of Finland, of which a most interesting account was given by Mr. E. B. Lanin in the "Fortnightly Review" for January 1891. To effect this it is contended that instead of devoting the local taxation grants to intermediate education, all the money in agricultural counties should be given in support of a thorough agricultural instruction. Mr. Addie was kind enough to communicate to me his views on the subject in an interesting letter, of which an extract is inserted in the Appendix. In this it is specially pointed out how the labourer might be expected to be benefited by such instruction. It was suggested by several independent gentlemen that such endowments as are now devoted to providing boys with apprenticeships in rural districts should henceforth be utilised for giving practical instruction in agriculture to lads who propose to go in for farm work.

Welsh labourers compared as to efficiency (1) with each other; (2) with English and Scotch labourers.

22. Comparing the labourers of different districts, I have been led to the conclusion that in North Wales the labourers of the Pwllheli Union excel as carters and stockmen, and in general attendance upon animals; and that Anglesey labourers have the greatest skill in ploughing and general cultivation. The labourers of the Dolgelley and Llanfyllin Unions rank highest for industry. The greatest skill in thatching and stackmaking is to be found in districts on the west coast that are exposed to the full force of the winds; and sheep-shearing is a speciality among some Merioneth and Montgomeryshire men.

B. & C. 30.

Judging from the scanty data at my disposal, Welsh labourers appear to compare favourably with their English brethern. "The native labourer of Glamorgan is a "better man than the native Berkshire labourer," was the opinion of Councillor Blandy Jenkins, of Llanharan, who has a large experience of both counties. To this he added that "the majority of the immigrant labourers" (among which would be included men from Wilts, Devon, and Somerset) "are certainly not so good as the native Welsh." With reference to North Wales, Professor Gilchrist, of Bangor, says, "My experience "has led me to the conclusion that the North Wales agricultural labourer is a very "useful man. He is as good in many ways as the Scotch farm labourer, but the fact "that the latter has had a better elementary education makes him a more useful man "for many farm operations. The Welsh farm labourer is decidedly far ahead of the "farm labourer in the South of England."

Anglesey, 13.

Mr. Brocklebank, a native of Cumberland, who has been settled in Anglesey as a farmer for over 27 years says: "The efficiency of my men (all of whom are Welshmen) is "not quite equal to those of Cumberland, but on the whole I prefer Anglesey men, "they are more civil. They do better, if well treated, but if they are ordered about "roughly or bullied they become stubborn and of comparatively little use." (Anglesey, par. 13.)

II.—CONDITIONS OF ENGAGEMENT.

Regularity of employment.

23. Agricultural employment in Wales is almost in every case regular and continuous. A few labourers are there to be found who prefer not to engage themselves permanently to the same employer, but relying on their superior efficiency they work as day

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labourers from place to place, or take work by the piece. They lose time in winter and in wet weather, but they recoup themselves by being paid at a higher rate, especially in the summer months.

Periods of engagement for both sexes.

24. As to the period of engagement, it is a fairly accurate generalisation to state that young unmarried people of both sexes are engaged as yearly or half-yearly servants, being lodged and boarded on the premises, and that married labourers are chiefly (though not exclusively) engaged by the week, being boarded on working days at the farmhouse, but living with their families in separate cottages. (1) Indoor servants were always engaged in former years at hiring fairs and this is still the recognised practice in Anglesey and Carnarvonshire. In other districts, most of the hiring is now done privately prior to the fair, though fairs designated "hiring" are still held but have come to be regarded as a general holiday and a pleasure fair for all servants, who claim the privilege of going to the fair whether or not they have previously engaged themselves to their present employers. In districts where a scarcity of labourers is keenly felt, the servants required are privately engaged quite a month or six weeks before the term-end (Llanfyllin, par. 31), and this is particularly the case with servant girls (Anglesey, par. 17). This provides opportunities for some underhand dealings, one employer occasionally offering inducements for another's servant to change his or her place of service (Narberth, par. 18). In the Anglesey par. 17) and Pwllheli (par. 16) Unions, there appears to be a kind of tacit understanding among the men not to engage themselves before the fair day which falls on the last day of term or the day after. In this way a standard rate of wages is arrived at, as the result, so to speak, of a free competition in market overt.

Anglesey, 16. Pwllheli, 16, 17. Llanfyllin, 31. Anglesey, 17. Narberth, 18.

Legal effect of ordinary agreement. Narberth, 18, 19.

25. The agreement is always a verbal one, but a small sum of money, 1*s.* or 2*s.*, is given as "earnest" of the contract. In the Narberth Union (pars. 18, 19) the practice of disregarding the engagement by not entering on service if anything unsatisfactory is heard of the character of the new place has of late become deplorably common. In such cases the "earnest" money is generally returned, and there is no legal remedy for the breach of the contract, as it does not satisfy the requirements of the Statute of Frauds.

Neither party to the contract has an optional right to terminate the engagement by a month's notice, unless it be by *mutual* consent. If an agricultural servant or labourer, however, leaves his employment before the end of the term and without notice he cannot, it appears, recover any of his wages as the contract of service for a period is one and indivisible, and the principle of *quantum meruit* is not applicable. Anglesey labourers suggested that their half-yearly engagement should be terminable at a month's notice, though they did not wish to make this applicable to harvest-time. If a servant left without notice they suggested that only one month's wages should be forfeited. On the other hand it appears that employers have no remedy against servants who leave their service in the middle of the year. At all events it is so held by the county magistrates, and it was mentioned to me as a grievance, especially in the Narberth Union, where such breaches of contract are of frequent occurrence.

The "hiring" term in different districts. Dolgelley, 19. Anglesey, 16.

26. The following are the chief variations as to terms of service in different districts:—

In Anglesey and Carnarvonshire, and extending along the sea coast as far a Barmouth or Llwyngwril in Merioneth (Dolgelley, par. 19), the custom is to engage indoor servants for half-yearly terms, commencing on the 13th May and 13th November respectively, but married labourers, if living in cottages of their own, are more commonly engaged once a year. It was suggested that the half-yearly term had its origin in an endeavour to prevent a labourer who came from a neighbouring parish from acquiring a settlement in the parish of his service (Dolgelley, par. 19).

Half-yearly hirings for farm servants (but not for labourers) are also getting into vogue in the south of Glamorgan, where they are held in May and November, but their origin there is to be found in the fact that young men will not tie themselves down to one place for a longer period but prefer holding themselves in comparative readiness to go off to the "works" at short notice. B. & C. 13.

In all the other districts visited by me (and I believe everywhere else throughout Wales) indoor servants have a yearly engagement, their year of service commencing in Pembrokeshire on old Michaelmas Day; in the greater part of Carmarthenshire on November 12th; in the south of Glamorgan (if not engaged twice a year) on 1st of May; in the Llanfyllin (par. 31) and Ruthin Unions (par. 17) on the 1st of May; in the Dolgelley Union (par. 19) (excepting the district where there are six-monthly hirings) on the 13th of May or old May Day, probably the commencement of the old Celtic year. If the engagement is to continue to be a yearly one in those districts, it

Narberth, 19. Llanfyllin, 31 Ruthin, 17.

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appears to me that the commencement of May is the most convenient season for a change of servants, as well as for allowing them a few holidays in the interval of change. The work of cultivation is then over, and the harvest is not commenced. Where the hiring is done in November it gives the labourer too much advantage over the employer, as he is sure of winter work, and when the summer comes on he does not care very much whether he pleases his employer or not, as he can find plenty of work elsewhere. The half-yearly system has many advantages, its chief one being, in my opinion, that it enables a difference to be made in the wages for winter and summer respectively. A labourer whose wages are stated as one lump sum for the whole year sees no reason why he should work harder, or for longer hours, in summer than in winter, but if there are two hirings he is able to compare summer wages with those of winter, and is naturally impressed with the obvious difference.

Engagement of married labourers as compared with that of indoor servants. Anglesey, 16.

27. Turning to married labourers, their engagement is almost always by the week, except in Anglesey (par. 16) and Carnarvonshire (Pwllheli, par. 17), as already stated.

If they live in cottages on the farm of their employer their engagement rests upon tacit understanding rather than on an express agreement, and it is sometimes difficult to say whether it is a yearly or a weekly one. If yearly, there are at all events these points of difference between it and the yearly engagements of indoor servants: their wages are invariably stated as being so much per week; they are generally paid weekly or fortnightly, and a week's notice is usually sufficient to terminate the service.

Besides the two classes of servants and labourers enumerated above, there are in every district a few day labourers who may engage themselves for a period during the harvest, but at other times do piece-work, or work by the day from farm to farm.

Hours of work on weekdays.

28. Just as the wages of labourers are found to be highest in proportion to the proximity of a district to any large centre of active industry, there also are the hours of labour generally found to be the shortest. But the hours of work have almost everywhere undergone a certain curtailment within the last 20 years, such a result having been brought about by means of a natural re-adjustment, except in Anglesey (par. 20) and Carnarvonshire (Pwllheli, par. 19), where it was the result of an organised demand on the part of the labourers.

Anglesey, 20. Pwllheli, 19.

The normal day for ordinary labourers (exclusive of meal times) ranges from $10\frac{1}{2}$ to $11\frac{1}{2}$ hours, except in winter, when it would be nearer the mark to fix it as being from sunrise to sunset. Indoor servants (and those in charge of animals, if they do not happen to be indoor servants) have considerably longer hours, except in Anglesey and perhaps a portion of the Vale of Clwyd. Elsewhere they are engaged on their work for from $12\frac{1}{2}$ to $13\frac{1}{2}$ hours, exclusive of meals.

On Sundays. Anglesey, 21.

Sunday work falls chiefly upon stockmen, and is confined to the winter time. In districts where the rearing of cattle is the chief concern of the farmers it is only an evening service that a stockman can attend on Sundays. There seems to be no arrangement by which different labourers should take Sunday work in rotation, or at all events give assistance in turns to the stockman so as to relieve him of some of his work.

Hours of maids and children. Llanfyllin, 35.

29. Maids have the longest hours of all those who are engaged about the farm. There is an utter want of system which would provide for their retiring early in the evening, say, soon after supper, so as to enable them to get up early the following morning. The fact that they are expected to sit up as late, if not later, than other members of the family, often give them opportunities for that illicit intercourse which is so productive of immorality among their class.

So far as children are employed they have exactly the same hours as ordinary servants. Young lads, on first going out to service, are in no way indulged in this respect; if anything, it is the policy of many to treat them with greater harshness, so that they may be hardier men after undergoing a course of Spartan training.

Numerous holidays allowed, but a weekly half-holiday rare, and not generally desired. Anglesey, 22. Narberth, App. B., 8.

30. It does not appear that Welsh farmers act at all grudgingly in the matter of granting holidays to their servants. If a man wants to attend a wedding or a funeral, a preaching festival, or an agricultural show, leave is freely granted as a rule. In Anglesey (par. 22) I found the average maximum of such holidays amounting to about 10 days in the year. In several districts, more especially in the neighbourhood of industrial centres, a desire for a Saturday half-holiday was expressed, but by far the greater majority of labourers were not anxious for it. Recently on the Powis Castle estate all the estate labourers were given the Saturday half-holiday, while the farm labourers who were in charge of stock were compensated by an extra payment

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per week. If such a half-holiday could be utilised for holding local classes in agriculture (say, by the village schoolmaster), it would undoubtedly be a great boon. Perhaps an experiment in that direction might be tried by some large employer whose influence would be strong enough to induce the men to attend such classes. I should also mention that if a man is ill for a few days no deduction is usually made from his wages in respect of such loss, while some employers go so far as to make up their usual wages to all labourers who are in receipt of sick relief from benefit societies.

III.—Wages and Earnings.

No uniformity in rate of agricultural wages. Anglesey, 17 (2). Pwllheli, 24.

31. There is probably less uniformity in the rate of wages of agricultural labourers than of any other large class of labourers in the whole country. In none of the unions that I visited did I find anything like a uniform rate throughout a whole union. Possibly the nearest approach to uniformity was to be found in the Anglesey (par. 17 (2)) and Pwllheli (par. 24) Unions, and this I attributed to the fact that the bulk of labourers do not engage themselves privately but at one or two large hiring fairs where the rate of payment is practically fixed by open bargaining. Local, and in many cases, personal considerations account for much of the diversity—the chief factor being proximity to or distance from rival industries. But a more general reason for this absence of uniformity is to be found in the fact that agricultural labourers are by tradition, sentiment, and habit so closely tied to one district that they are generally in complete ignorance of the conditions under which their brethren in a neighbouring district are engaged, and that (in Wales) there is little interchange of ideas between them, and no kind of permanent organisation uniting them together for common purposes. At the same time, where a sufficiently extensive area is taken for comparison, the average wages do not show so great a difference as might be expected.

The average wages in each union visited.

32. The following table probably gives as accurate a representation of the present rate in the different districts as any generalisation can possibly afford:—

Union.	County.	Weekly Wages.		Estimated Weekly Value of Labourer's Board (*see* par. 38).
		On Employer's Finding.	On Labourer's own Food.	
Bridgend and Cowbridge -	Glamorgan - -	—	15*s.* to 18*s.*	—
Narberth - - -	Pembroke and Carmarthen	7*s.* 6*d.* to 9*s.*	12*s.* to 15*s.*	3*s.* to 5*s.*
Llanfyllin - - -	Montgomery - -	8*s.*	12*s.* to 14*s.*	4*s.* to 5*s.*
Dolgelley - - -	Merioneth - - -	10*s.*	15*s.* to 16*s.*	4*s.* 6*d.*
Ruthin - - -	Denbigh - - -	8*s.* to 9*s.*	15*s.*	5*s.* to 6*s.*
Anglesey - - -	Anglesey - -	9*s.* to 10*s.*	15*s.*	5*s.*
Pwllheli - - -	Carnarvon - - -	8*s.* to 10*s.*	15*s.*	6*s.* to 6*s.* 6*d.*

From this it will be seen that if the Bridgend and Cowbridge Union be excluded, the average rate of payment throughout all the other districts would range from 7*s.* 6*d.* to 10*s.* a week on the employer's finding, or from 12*s.* to 16*s.* a week on the labourer's own food. This statement applies only to such labourers as are permanently engaged by the week (or year), but is not applicable to catch-work men.

Harvest payments.

33. Day labourers are often paid at a higher rate, while they have also the additional advantage of being free to make a special engagement for the harvests.

In some districts the wages of the permanent labourers are advanced during harvest (*e.g.*, Ruthin, par. 24), in others as in Anglesey (par. 26), a premium of 10*s.* or 1*l.* is given to each man in respect of the harvest. Formerly the free labourers used to attend certain hiring markets so as to engage themselves for the harvest (Ruthin, 24 (note); Narberth, App. B., 7), but the only surviving instance of the custom is the summer hiring market of Criccieth (in Pwllheli Union, par. 27). Some few employers pay for overtime, but this is exceedingly rare.

Ruthin, 24. Anglesey, 26. Pwllheli, 27.

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Fluctuation in recent years.

34. Wages appear to have reached their highest point in 1879. The full force of the general agricultural depression of that period was not felt in Wales till a year or two afterwards, and after 1879 wages continued to go down till about 1885 or 1886, and though they have gone up since then, they have not everywhere reached the high-water mark of 1879. It was therefore pretty generally asserted (in North Wales at all events, Ruthin, pars. 20, 51) that the labourer was slightly better off 13 or 14 years ago than he is at present. In 1867 the value of the earnings current throughout Wales is stated in the Report of the Commission on the Employment of Children, &c. in Agriculture, to be as follows: In Glamorgan and Brecon, 12*s.* to 15*s.* a week; in the Narberth Union, seldom less than 11*s.* a week and seldom more than 12*s.*, Cardiganshire somewhat similar; in Montgomeryshire (Machynlleth Union), 15*s.* to 18*s.* a week in summer and 12*s.* to 14*s.* in winter, but in other parts of the county (including Llanfyllin Union) 10*s.* to 12*s.* a week; in Merioneth, 12*s.* to 15*s.*; in Anglesey, 11*s.* to 12*s*; Carnarvonshire, Denbighshire, and Flintshire, 12*s.* to 14*s.* (and if close to mines or quarries, 15*s.*); Radnor and Monmouth, 13*s.* to 14*s.*

Rareness of piece-work; difficulties against the adoption of the system.

35. Considering that the common practice in Wales is to engage yearly or half-yearly servants, there is naturally but little room for such intermittent labour as may be given out by the piece. The total of agricultural piece-work is therefore a most infinitesimal quantity. The smallness of the holdings and the general unevenness of the surface, form additional obstacles to a very general adoption of the piece-work system. Thus the amount of piece-work in the unions of Narberth, Dolgelley, and Pwllheli is practically nil, those being the districts where the surface is most broken. Many employers have also an objection to piece-work, on the alleged ground that work so given is not as a rule so honestly done, but is "scamped." When work is given by the piece it is not as a rule to a farmer's ordinary labourers but to "catch-work" men, who chiefly depend on the piece-work of a whole neighbourhood. Such piece-work also consists chiefly of some extra work or permanent and specific improvements such as draining, hedging, banking, and bringing rough land into cultivation by breast ploughing, though hay-cutting and turnip-hoeing are also sometimes given. As the jobbers or "piece-work" men are liable to lose time through wet weather, &c., and also run a certain risk of being at times out of employment, they are paid at a higher rate than weekly labourers, so that they should be induced more readily to take work by the piece.

B. & C. 13.

Prices of piece-work.

36. The following are the chief examples of such piece-work as is given from time to time in North Wales, together with the price paid for each:—

	Llanfyllin.	Ruthin.	Anglesey.
Mowing hay per acre - -	From 3*s.* 6*d.* in remote districts to 5*s.* in the neighbourhood of the larger villages.	4*s.* (Used to be more 15 years ago.)	4*s.*
Hoeing turnips (or other roots) per acre.	8*s.* to 10*s.*, once over - -	8*s.* in Vale and from 9*s.* to 10*s.* in the more mountainous parts.	11*s.* 6*d.* to 13*s.* twice over.
Pulling and topping roots per acre.	7*s.* (or 6*d.* per cart load) -	8*s.* - - - - -	7*s.* 6*d.* and 8*s.*
Hedging (per rood of 8 yards) -	6*d.* to 8*d.* - - -	6*d.*	—
Sheep shearing (food provided)	2*d.* each - - -	- - - - -	1½*d.* each for small sheep, 2*d.* big sheep.
Draining* (per rood of 8 yards)	- - - - -	(4 feet deep) 1*s.* 4*d.* to 2*s.* -	(2 feet deep) 6*d.* to 7*d.*; (2½ feet deep) 8*d.* to 9*d.*

* In the Pwllheli Union (par. 26) 8*d.* per rood (with dinner each day) was being paid for a drain 2½ feet deep in a peat and gravel soil.

Ruthin, 23.

A little breast ploughing is still done in mountainous districts (Ruthin, par. 23) at from 20*s.* to 30*s.* per acre.

B. & C. 19.

In the Bridgend and Cowbridge Union (par 19) from 6*s.* to 7*s.* is paid for the first hoeing of roots, and half that amount paid for the second hoeing, while for laying hedges about 6*d.* a perch is paid.

Perquisites and allowances. Narberth, 23, 24.

37. It is too difficult to bring all the varieties of extra allowances and perquisites into one general statement which would be applicable to all districts. Thus in the northernmost district of the Narberth Union (pars. 23, 24) the labourer as a rule has a small holding of a few acres which a farmer sublets to him as a "bound tenant," that is on the condition that he is to work on that particular farm. He is also paid, in cash,

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wages varying from 6*s.* to 7*s.* 6*d.* a week according to the season of the year. His employer carries his hay and coal, and if he tills any land, it is also ploughed for him and his corn is carried home. In other districts the numerous "privileges" of former days have as a rule dwindled down to one or two, the most usual being free potato ground (if manure is provided), an occasional supply of pig litter, and in North Wales a certain amount of butter-milk, *if asked for*. The labourer and his wife have however become far more independent than they used to be, and they will not now stoop to ask for the old privileges, if there is attached to them any idea that the employer is conferring a favour upon them. It has also become a very general practice with many employers to charge a rent for all potato grounds. Thus the number of those who ask for butter-milk has considerably diminished, and hardly anyone thinks of going out gleaning or "leesing" nowadays. Then special workmen receive in some cases special allowances, *e.g.*, some large employers give 1*s* for each Sunday to their stockmen during winter, while some stockmen are also entitled to the bull money, if the bull serves other people's cattle (Anglesey, par. 27.) Carters get 6*d.* or so for each journey, and a few shepherds in the Bridgend and Cowbridge union (par. 16) get 1*l.* or 2*l.* extra in respect of the lambing season, but instances of the kind are almost exceptional, or confined only to limited areas.

B. & C. 16.

Anglesey, 27.

B. & C. 16.

38. Practically the only payment in kind to be met with is the food given to labourers on week days in addition to their money wages. Its actual value it is difficult to estimate, while even a comparison between the amount of board and non-board wages within a given district often gives an unsatisfactory result (Narberth, par. 25). There is also a considerable difference in the quality of the food provided in different districts. The result of my calculations as to its weekly value in each union visited is as follows: Narberth, from 3*s.* in the north to 5*s.* a week in the south; Llanfyllin, 4*s.* to 5*s.*; Dolgelley, 4*s.* 6*d.*; Ruthin, 5*s.* to 6*s.*; Anglesey, 5*s.*; Pwllheli, from 4*s.* 6*d.* to 7*s.* (probably about 6*s.* or 6*s.* 6*d.* would be a fair average). In the Bridgend and Cowbridge Union (par. 15) it is only during harvest time and on threshing days that the labourers receive their food at their employers'.

Board of labourer the chief payment in kind. Its estimated value.

Narberth, 25.

B. & C. 15.

39. In the Third Report of the Commissioners on the Employment of Children, &c., in Agriculture (1867), Mr. Norman quotes an interesting account of the food of the labouring classes in North Wales, given in the Sixth Report of the Medical Officer of the Privy Council. Wheaten bread with a few sharps mixed was in almost all cases used; oatmeal was used, but to rather less, and barley to a very small extent; potatoes and green vegetables were universally consumed. Meat or bacon was eaten to a small extent. "The amount consumed per adult weekly was found to be $10\frac{3}{4}$ ozs. in "Anglesey, and $15\frac{1}{4}$ in North Wales generally. Only a small portion ($2\frac{1}{2}$ ozs. per "adult weekly) was butcher's meat, and the remainder was found to be either bacon, "or meat killed in winter and salted for use in the following summer." The one article in which the Welsh compared most favourably with the English diet was that of milk, which was found to be "used in every case in Anglesey and North Wales, "83 per cent. of families examined obtained butter-milk, 53 per cent. skim milk, and "6 per cent. new milk." Since the date of the above report a considerable change has taken place in the diet of North Wales labourers. Anglesey still holds the premier position for its use of butter-milk, which along with potatoes forms one of the favourite meals in the county, while the other unions, ranged according to the order of its consumption, would probably be Pwllheli, Dolgelley, Ruthin, and Llanfyllin, though the quantity used is much less than what it formerly was. Butter-milk is, on the other hand, but very little used in South Wales, the difference being chiefly due to the fact that in North Wales all the milk is generally churned, while in South Wales it is only the cream. Skim milk, and cheese made of skim milk, are also very largely used in the latter country.

Account of labourer's diet in 1867 and 1892.

B. & C. 18.

Narberth, 25.

The use of meat has considerably increased; it is still least in Anglesey (par. 28), where it is given about thrice a week. In most of the other districts it is given once a day, and in some of them (*e.g.*, Llanfyllin, par. 65) twice a day in harvest. The supply of fresh meat is probably most liberal in the Eifionydd district of the Pwllheli Union (par. 54), and next to it in the Llanfyllin and Ruthin Unions; except in the first mentioned it is, however, confined to Sundays, and an occasional helping in harvest-time. Sheep shearing and threshing (where steam threshers are used) are occasions for a certain amount of feasting, especially if a neighbour's labourers have come to help for the day. Taking into account the lessened use of butter-milk, the nitrogenous element in the ordinary diet is however sadly deficient. "Slices of fat bacon, without any "streaks, are often given to the men on farms," said one expert witness; and considerably

Anglesey, 28.

Llanfyllin, 65.

Pwllheli, 54.

Ruthin, 56.

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less use is also made of oatmeal; green vegetables are but little consumed as compared with potatoes; and fruit is hardly ever given to labourers except in the form of apple dumplings. The use of tea and coffee has largely increased, partly owing to the fact that the younger men prefer these beverages to butter-milk. The labourers' wives and families at home live almost entirely on tea and bread and butter, and this excess in its use is said to be a very frequent cause of indigestion. It was a most common complaint made to me by labourers, artisans, schoolmasters, ministers, and other residents in country villages, that the greatest difficulty is experienced by them in procuring milk. Unless the demand is sufficient for a farmer to start a milk walk, he appears, as a rule, to object to supplying small quantities, though it may be actually fetched. The result is that though the labourers themselves live largely on milk in some form or other, their children get but little until they actually go out to service.

Llanfyllin, 66.

On the smaller farms there is hardly any difference between the employer's table and that of the servants; and it is a notorious fact that as a rule the hardest and coarsest fare is given to labourers on the largest farms. This was especially a complaint in the Vale of Clwyd (Ruthin Union, pars. 50, 56) and in the Vale of Glamorgan (Bridgend and Cowbridge), where it was alleged that butterine and very inferior imported bacon are procured by some few farmers for the use of their men. On the whole, however, it is admitted that the labourers themselves are better off when living on their employers' than on their own finding, though their families are better off in the latter case (see par. 10).

Ruthin, 50, 56.

No general beer allowance.

40. In a few districts only is there any beer allowed, and that only in harvest. During that season beer is liberally given in the Vale of Glamorgan, and in the vicinity of the larger villages (but not in the country generally), in the Unions of Narberth (par. 25), Llanfyllin, Ruthin, and Anglesey. But even in the parts in question (except in Glamorgan) it is by no means a general custom, but is rather the practice of a certain class of employers. English labourers in the Vale of Glamorgan spoke with envy of the regular beer and cider allowance of their native counties. A few English employers (*e.g.*, Mr. Marshall Dugdale, in Llanfyllin, par. 39) give their men in harvest a small money allowance in lieu of beer, and this is generally preferred by the labourers, though the contrary was alleged with reference to some districts in the south of Glamorgan. Oatmeal and water is the summer beverage most commonly used, and many employers are convinced that the men work better without beer, and that the only object served by it is to attract, when necessary, a large number of men, including many who would not feel disposed to go out to work except for the sake of the beer.

Narberth, 25.

Llanfyllin, 39.

Dolgelley, 25.

Llanfyllin, 65.

Estimated value of servants' lodgings

41. I have spoken above with more particular reference to married labourers; the only difference in the case of unmarried men is that they are completely boarded (on Sundays as well as week-days), and that they are also lodged on the farm premises. I shall have to refer again to the nature of their accommodation, but I may here say that, in my opinion, 2*d.* a night, or 1*s.* a week, is, as a rule, a most liberal, if not excessively generous estimate of the value of the accommodation.

Estimated total earnings.

42. The estimated total earnings of labourers vary even more than their money wages. The following is a generalised summary of the annual earnings in each union visited :—

Bridgend and Cowbridge Union, about 45*l.*
Narberth Union, northern parishes, from 26*l.* 8*s.* 0*d.* on.
,, southern ,, from 35*l.* to 40*l.*
Llanfyllin, from 35*l.* to 38*l.*
Dolgelley, from 36*l.* to 44*l.* (40*l.* 10*s.* being perhaps a fair average).
Ruthin, from 38*l.* to 40*l.*
Anglesey, from 38*l.* to 43*l.*
Pwllheli, from 36*l.* to 40*l.*

In the four north western counties of North Wales in which the Unions of Dolgelley, Ruthin, Anglesey, and Pwllheli are severally situated, farm-work is specialised to a greater extent than in the other unions which I visited (see par. 19), and consequently there is more graduation in the rates of wages. Thus, where the holding is large enough to admit of it, the work of the stockman, the carter, and the spade-man are quite distinct; while in other districts the labourers appear to be men of all-work, flitting from one department to another as occasion requires. The result is that in a union like Llanfyllin (par. 40), for instance, practically no difference is made in the wages of a

Llanfyllin, 40.

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skilled and unskilled labourer. "If a distinction were made," according to Mr. Marshall Dugdale, "there would soon be a strike." But the evil of such a method is that it discourages effort on the part of the men, keeping the unskilled contented, while the best men are dissatisfied, and as a result are more likely to migrate to industrial centres, where they are paid more in accordance with their special skill and industry. Payment by the piece where it is adopted is a corrective, but as already said it is so rare in Wales. In Anglesey (App. B.) and Pwllheli (pars. 24, 30), on the other hand, a very clear distinction is made, the total earnings of a foreman or "hwsmon" would generally be from 42*l.* to 48*l.*; the stockman would rank next to him in pay, receiving on an average about 40*l.*; the carter would follow with about 2*l.* less, while the wages of the rest of the ordinary labourers would vary according to their skill and experience.

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B. & C. 16. Anglesey, App. B. Pwllheli, 24, 30.

Fuller information on these points are given in the separate reports on the different unions.

IV.—Cottage Accommodation.

43. The supply of cottages was described as insufficient for the demand in the Unions of Bridgend and Cowbridge (par. 21), Llanfyllin (par. 42), Ruthin (pars. 27, 28, 32), and Pwllheli (pars. 32, 33). In the others the supply is fairly adequate, though there would be plenty of demand for a better class of cottages if they could be let at a low rental.

Very few new cottages built to supply the place of uninhabitable ones. B. & C. 21. Llanfyllin, 42. Ruthin, 27, 28, 32. Pwllheli, 32, 33.

The number of cottages has naturally diminished with the decrease of the rural population, so that in most districts there are many which were described in the last census as uninhabited, being also almost without exception uninhabitable. Very few new cottages are also built in rural districts, and such as are erected are meant as a rule for artizans, and are too highly rented to suit agricultural labourers. The general complaint is that cottage property is unremunerative, and some landlords are known to have adopted a consistent policy of never repairing a cottage, but to allow all that tend to get out of repair to fall into ruins. Probably the best known instances were the late Mr. C. R. M. Talbot, of Margam, in Glamorgan, and the late Lord Newborough, in the Pwllheli Union (par. 32). According to certain estimates which I have given in my report on the Anglesey Union (par. 34), it appears that a four-roomed cottage can be built for about 65*l.*, if the stones and sand be convenient, while the existing type of Anglesey cottages can probably be built at the cost of about 50*l.* each.

Pwllheli, 32. Anglesey, 34.

44. In the course of my inquiries I found hardly any instances where an estate owner follows a definite rule or system, according to which he makes the provision of cottages on his estate proportionate to the acreage of the cultivated land, or makes a conscious effort to supply any deficiency by building new cottages within the area in which they are required. The result is that cottages are in many districts very unevenly distributed, and that in consequence labourers have in those cases to live at a great distance from their work. Most notorious in this respect is the case of the Pwllheli Union (pars. 18, 33), in which men often work on farms quite 14 miles away from the cottages where their families live, and are therefore unable to visit their homes except once a month, or in some cases once a quarter. Many years ago, no doubt, there were plenty of cottages within easy distance of a labourer's employment, for most cottages were then dispersed on farms and held by the labourers direct of their employers. But this system has apparently been discredited by all parties concerned, and the tendency of recent years has been to congregate into villages, and to occupy cottages that are let independently of the employment.

The distribution of the supply not always uniform, hence labourers often work at a distance from their homes. Pwllheli, 18, 33.

45. The south of Glamorgan (Bridgend and Cowbridge Union, par. 21) holds a unique position in the whole of Wales, inasmuch as most of the farm-houses, and practically all the labourers' cottages in each parish or hamlet, are grouped together in a village, while the land of each holding radiates out from that common centre. This feature is the result of natural growth and not of recent change, and is probably the product of a very complete and systematic development of the manorial system in the Vale of Glamorgan, while it owes its subsequent preservation, perhaps, to the fact that it provided the best protection against the frequent raids of the pirates that infested that coast.

The comparatively modern origin of most country villages in Wales. B. & C. 21.

Many of the older villages in other districts appear to have originated in cottages built by squatters upon the wastes. These are generally distinguished by the wretchedness of the dwellings, the largeness of their gardens, and the occasional addition of small plots of land, rendering the settlement more scattered than the ordinary type of modern village, the nucleus for which has in many cases been supplied

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by the erection of a chapel, the name of which is often borne by the subsequently-built village (Anglesey, par. 31).

Anglesey, 31.

Village life is therefore not a marked characteristic of rural Wales, nor is its influence sufficiently strong to weld together the sporadic elements of the labouring class into one homogeneous and closely-knit community. Each family leads a life of comparative isolation, without a common bond of social union which would enable it to share the life of others around it; in fact the only point of contact, the centre of common interests, is furnished by the religious organisation to which the labourer may belong. There are scores of parishes that have no villages at all, and in such districts the labourers dwell in cottages that line the roadsides or dot the mountain slopes as they are to be seen in the Unions of Narberth (par. 32), Llanfyllin, and Pwllheli (par. 33).

Narberth, 32. Pwllheli, 33.

Isolated cottages superseded by villages; causes of change.

46. But there seems to be strong social and economic forces which of recent years have been working in the direction of aggregating cottages in villages, and the new social opportunities which are thus provided, coupled with the advantages of a sound education, are likely to exercise a powerful influence on the lives of the labourer in the near future.

The following are some of the chief reasons for this change:—

(1.) Labourers prefer the greater independence of living in cottages which are not owned or let by their employers, their evenings are not so lonely, the children are nearer school and chapel, and the wife has some companionship during the day when the children are in school. The wives also like to be near a shop, and some of them it is also suggested dearly love the gossip and "jangling" of a village.

(2.) Many farmers also object to the system of having cottages on their farms, because—

Llanfyllin, 24. Anglesey, 31.

(*a.*) It provides opportunities for small pilfering, the hedges and fences are broken for the sake of firewood, and the labourer's pig or poultry are likely to trespass on the land (Llanfylin, par. 24; Anglesey, par. 31).

(*b.*) The repairs of such cottages as a rule fall upon the farmers, and not upon the superior landlord, or at the very least the farmers have to provide the material (such as straw for thatching) even if the landlord pays for the labour. To rid themselves of the burden of this responsibility, tenant farmers are often prone enough to connive at the dilapidation of cottages on their farms until they have gone beyond repair (Ruthim, par. 31).

Ruthin, 31.

(*c.*) In most districts farmers have been largely dispensing with the services of married labourers, who are the only possible occupiers of such cottages, and from necessity or from choice have been engaging unmarried indoor servants instead.

Anglesey, 31, 34.

(3.) Most landlords seem to endeavour to reduce the number of labourers' cottages on their estates to a minimum, because they regard them (*a*) as unremunerative property; (*b*) as affording opportunities for poaching or at least of an unintentional disturbance of game; (*c*) as likely to be the means of increasing the pauperism of the district.

Older type of cottages unsatisfactory; modern ones better planned.

47. There are very few districts in any of the unions visited where the cottages are satisfactory from the point of view of condition and construction. Their worst feature, common to all parts of the country, is the want of separate bed-room accommodation, a circumstance which has a most injurious effect, not only on the health but on the morals of the occupants. Structural and sanitary defects are also most general, but the open air life led by the labourers and their families protect them from the natural consequences of the unhealthy condition of their home life.

Of the older class of cottages at least three different types are to be found.

Narberth, 32.

(1.) The mud-walled cottages of South West Wales, consisting of a "mud walling of about 5 feet high, a hipped end, low roofing of straw with a wattle and daub chimney kept together with hay rope bandages, and frequently from its inclined posture making a very obtuse angle with the gable end over which it hangs."

Llanfyllin, 44. Dolgelley, 35.

(2.) The "ink-bottle" houses of squatter districts in Merioneth and Montgomeryshire. In these, the chimney is in the centre of the house and the roof tends to be of a circular shape, hence the name. They are generally made of mud or earth with wattle partitions and are straw thatched, but they are not very numerous.

Anglesey, 32, 33. Pwllheli, 34.

(3.) The "square-box" cottages of Anglesey (pars. 32, 33) and Carnarvonshire (Pwllheli Union, par. 34), which are generally stone-walled and slated, but consist of only one room each, and are, like the other two types, unceiled.

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When there are no partitions of any kind in a house, the beds and other furniture are so arranged as to partially separate the sleeping from the living portion of the house. The result is that the occupants not only live in closely shut up rooms, but in almost closed beds, which are known as "wainscot" or "cupboard" beds, and overcrowding of the worst kind is also an inevitable consequence (Narberth, par. 32; Anglesey, par. 32). Narberth, 32.

In the older cottages the window (as there is seldom more than one) rarely opens, so that but little light or ventilation makes its way into the house. But from the sanitary point of view, the almost universal damp flooring is probably the worst feature, and this is aggravated, if not primarily caused, especially in the Llanfyllin, Dolgelley, and Ruthin Unions, by the old practice of building houses embedded at the back in the earth without providing either troughs or gutters to carry off the rainwater. Dolgelley, 35. Ruthin, 34.

The more modern cottages are better off in respect of separate rooms, though they are often of very tiny dimensions, and are badly finished. Ventilation is generally faulty in both classes.

General sanitary condition of labourers' dwellings.

48. But whatever may be the structural defects of a cottage they are too often aggravated through an ignorance of the elementary rules of sanitation. Thus dampness is increased by throwing slops in front of the doorway, ventilation is often checked by stopping up the chimney, and disease is often produced by allowing the accumulation of refuse in too close a proximity to the house. Except in the largest villages, the drainage is always mere surface drainage, which is, however, safer than faulty covered drains, as, being exposed to the air, the noxious gases are blown away instead of being allowed to accumulate. Where there are covered drains they are continually out of order, and in many cases are not properly constructed in the first instance.

Owing to the uneven contour of the country, the water supply is generally satisfactory, except in parts of the Bridgend and Cowbridge Union (par. 23) and the Ruthin Union (par. 36), though it is in most cases liable to contamination from surface drainage. This danger is probably more common in the case of farm-houses than of labourers' cottages. The supply is mostly natural, the chief exception being the Ruthin Union. B. & C. 23. Ruthin, 36.

The supply of privies depends more upon the amount of interest taken by local authorities in sanitation and on the energy displayed by their officials in enforcing the Public Health Acts than upon the spontaneous recognition of a public duty by the owners of cottage property. Thus in the Unions of Narberth, Anglesey (par. 36), and Pwllheli (par. 36), it is quite exceptional to find privies provided for cottages that are dispersed about the country, while in the villages about half-a-dozen families and sometimes more have often only one common privy at their disposal. Such is the prejudice of the labouring class in some rural districts to the use of privies that nothing can induce some of the more elderly folk to use them, even when they are provided. The supply is least adequate in the unions mentioned above, and most sufficient perhaps in the Ruthin Union, but much depends on the sanitary inspector.

The older cottages are better provided with out-houses than the newer ones. They generally consist of a lean-to, used as a coal house or a place to keep the workman's tools and sleeping place for some poultry, more rarely there is a small shed for washing. In the older cottages pigstyes are generally found abutting on the dwelling-house, but in many cases their use have been condemned, with the result that the labourer has no pig at all.

The necessity of popular instruction in hygiene. Dolgelley, 32.

49. In my Report on the Dolgelley Union (par. 32) I have suggested the desirability for the county council to provide popular instruction in hygiene. This may be done either by means of extension lectures in connexion with the University Colleges, or still better perhaps by the appointment of county medical officers of health, who should be instructed to organise this practical form of education. An excellent example in this direction has been set by Dr. D'Aeth, Medical Officer of Health for Buckingham, who has arranged a course of lectures for women who propose to take up hamlet work, the instructive visiting of cottagers, &c., and for others who may desire to imitate this example some idea of the necessary preparative knowledge required may be obtained by perusal of the syllabus of his lectures.

Work of this kind is all the more needed in Wales as there are no voluntary organisations, such as the Ladies' Sanitary Association, to disseminate sanitary knowledge in rural districts. There is also a great want of popular tracts and elementary handbooks in Welsh on these subjects, the only existing instances within my knowledge being two or three translations of tracts issued by the Ladies' Sanitary Association, and a short work on the "Ventilation of Dwellings" published many years ago at

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Carmarthen. Several county councils have lately taken an important step forward in appointing one medical officer of health for the whole county, as the system of sub-dividing areas among ordinary practitioners has not proved very satisfactory. The next necessity appears to be to have a trained staff of sanitary inspectors. I am not aware that the inspector of a single union visited by me had received any special training in sanitary matters, and many of them I regret to say appeared to be totally unfit for the work they had undertaken. Turning to poor law guardians, I did not as a rule find them taking any great interest in sanitation, and I was assured that in many unions, when the board resolves itself into a sanitary authority, it is the general practice of most of the guardians to withdraw themselves, and in some cases the periodical reports of the medical officers of health are read in the presence of the chairman and vice-chairman only. Where these reports are published as a part of the annual or half-yearly blue book of the union a good purpose is served by giving the public an opportunity of informing themselves as to the sanitary work of the year, but more commonly they are buried in the oblivion of the office pigeon-holes.

Conditions of tenure chiefly of two kinds: (1) Cottages held under farmer on condition of working on his farm. (2) Cottages held without any restrictive conditions.

50. There are very few instances of cottages being owned by agricultural labourers. A few were mentioned in the south of Glamorgan where a local building society had been taken advantage of for the purpose (Bridgend and Cowbridge, App. A. (2)). Beyond these the only examples within my knowledge are cottages which were originally built upon the wastes by squatters. In South Pembrokeshire the labourers expressed a desire to become the owners of their cottages if money could be borrowed from the State at a low interest for the purpose.

With the above unimportant exceptions all other cottages may be divided into two large classes in respect of the conditions of their tenure.

Narberth, App. B., 8 (*b*). Narberth, 24. Pwllheli, 37. Anglesey, 35.

(1.) Cottages that are in the first instance let to the farmer along with his holding, and then sublet by him to the labourer generally, but not always, on the condition of working on that particular farm. This is the common custom almost everywhere in Pembrokeshire (Narberth, par. 24) where the labourers speak of themselves as "bound tenants," and in some cases there is also a further condition or understanding that the labourer's wife should work on the same farm when required, more especially for potato picking and at harvest. The same kind of tenure is less frequently found in the Bridgend and Cowbridge Union, and the Unions of Pwllheli (par. 37) and Anglesey (par. 35). Where cottages are held from the farmer in other parts of Wales there are as a rule no restrictive conditions as to the employment of the occupier. In the south of Glamorgan and in Pembrokeshire the labourers complained of the insecurity incidental to this kind of tenure. The cottages are regarded as held at the mere will of the employer, and it was urged that three or six months' notice ought to be required in order to terminate the tenancy. It was also stated as an objection to this form of tenure that under the present law the occupiers are liable to lose their votes through the non-payment of rates by the farmer.

Ruthin, 31.

A greater difficulty is experienced to get any repairs done to this class of cottages than to any other. The responsible person is not always easy to discover, as he hides himself behind the dual system of ownership. The sanitary inspector for the Ruthin Union (par. 31) mentioned two instances of landlords who, on the receipt of notices as to the insanitary condition of cottages on farms belonging to them, replied that they were previously unaware of the existence of the cottages in question.

Llanfyllin, 50. Dolgelley, 39. Ruthin, 37.

(2.) In all the other districts visited cottages are generally held by the labourers from an estate owner, or where situated in villages, from independent owners, but subject to no restrictive conditions as to employment. This kind of tenure is much preferred for the sake of its greater independency, even at the expense of a higher rental. Six months' notice is generally required on either side.

Rents vary from about 2*l.* 12*s.* to 5*l.*, but in some cases 6*l.* and 7*l.* are paid for new cottages. Gardens are generally included for the rent, except in the larger villages. The rates of the second class of cottages enumerated above are paid by the occupiers, but in the former case they are paid (as a rule) by the farmer who sublets them.

V.—GARDENS, ALLOTMENTS, &c.

Gardens as a rule small but well cultivated, especially in South Wales.

51. Except in the case of the larger villages or of recently built houses, a garden is generally attached to every cottage. There is much variety of size, but a fair general average would be about 20 perches each. Their ordinary produce is limited to early potatoes and a few of the commoner vegetables, but potatoes predominate over everything else.

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In the gardens of even the poorest there is generally a small flower-bed, while some fruit, more especially gooseberries and currants, are also carefully cultivated for the market. Considerably more attention to cottage gardening appears to be paid in the southern than in the northern counties of Wales. Mr. Muir, head-gardener at Margam (Bridgend and Cowbridge Union, par. 25), spoke in the highest terms of the labourers' gardens. "There is no land in the country," he said, "so well cultivated as "the labourers in Wales cultivate their gardens." In North Wales, except in the Llanfyllin Union (par. 53), the gardens appear to be more neglected, and labourers rely almost exclusively on potato grounds provided for them in the fields. A healthy and stimulating influence is however generally exercised by well-conducted village horticultural societies, by inspiring labourers with a love of gardening and a taste for neatness, by inducing them to compare and study methods of cultivation, and by providing a recreative occupation for the home-staying members of the family. The utilitarian value of gardening would also be appreciated if some elementary instruction in cookery, such as soup-making, and the use of green vegetables, could be given to the younger generation of wives and daughters both of farmers and labourers.

B. & C. 25.

Allotments comparatively rare and not in general demand. Llanfyllin, 54. B. & C. 26; App. A.

52. Allotments are not popular in Wales, nor can it be said that there is much demand for them. The chief reasons for the apparent indifference are: (1) that people are not accustomed to the idea of having what practically amounts to a garden *detached* from the house; and (2) that the want is largely supplied by potato grounds (Llanfyllin, par. 54). Of the districts visited, the south of Glamorgan has the largest number of allotments, most of which had their origin in apportionments of land for the use of the labouring poor on the enclosure of a common. When these allotments are conveniently situated near a village, and the soil admits of cultivation, they are all, without exception, well cultivated. But the larger number are not so favourably situated, and are therefore only partially under cultivation. Allotments (in the strict sense of the term) are unknown among the agricultural population of the Unions of Narberth, Llanfyllin, Dolgelley, and Ruthin, but there are numerous instances of some, let by private arrangement, in the Anglesey Union (par. 40). One batch of nearly 50 allotments at Criccieth, in the Pwllheli Union (par. 39), have also been let by public auction. In an Anglesey parish a complaint was made that after one field, which was divided into allotments, had been well manured and brought into a high state of cultivation, another was given to the residents in substitution for it. High rents are often paid for these private allotments, amounting in many cases to the rate of from 7*l.* to 10*l.* an acre. Almost all these allotments are held by people who have no gardens attached to their houses, and not, as a rule, in addition to their gardens. The cultivation is therefore limited (though hardly ever restricted by the conditions of letting) to the commoner vegetables in ordinary use. The allotment holders are not confined to the labouring class, but include all classes, even a Member of Parliament being in possession of one that came under my notice.

Anglesey, 40.

Popularity of potato grounds.

53. Potato grounds, on the other hand, are to be found everywhere in Wales, and, as a rule, are universally popular with both labourers and farmers. They are preferred by the former as the system relieves them of the irksome burden of spade labour, for the ground is prepared by the farmer's horse-labour and all the necessary carting both of manure and of the produce is also done by the farmer. The fresh soil of a farmer's field gives better crops than what is produced by the exhausted soil of the cottage garden. Most farmers also see some advantage to themselves in the system; if the labourer keeps a pig the manure which is so obtained goes to the potato ground, and fertilises the soil of the farm. In the Pwllheli Union (par. 40) the avowed object of the farmers in providing potato grounds is to secure as much extra manure as they can. In other districts (Narberth, par. 28) the ground is given on the condition that the labourer's wife should help when required with the harvest. Payment in money is, however, made in other parts for the privilege. Thus in the Llanfyllin Union (par. 55) the payment is at the rate of from 2*s.* 6*d.* to 3*s.* 6*d.* a rood, or 5*s.* for as much ground as would be required to plant a peck of potatoes. In Pembrokeshire (Narberth, App. A., 6) the seed, as well as the manure, is provided by the farmer, and the value thereof is taken into account in assessing the money payment of the wages. One disadvantage of the system is that it fails to provide a permanent source of interest to the labourer, such as a good garden or an allotment might be expected to produce. It is too far from his cottage for him to be able to devote a little attention to it every evening, and perhaps that frequent visits to it would almost be resented by the farmer as a kind of unnecessary trespass. The truth, however, appears to be that the fact that the labourer gets his food at the farm where he works, makes him considerably less

Pwllheli, 40. Narberth, 28. Llanfyllin, 55. Narberth, App. A. 6.

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interested in the cultivation of vegetables, whether in an allotment or in a potato ground, so that the garden work at home is too often left to the wife herself, and the state of its cultivation depends upon the amount of her industry.

But the number of potato grounds have everywhere considerably diminished within recent years on account of (*a*) an increased independence in the relations of employer and employed, (*b*) the cheapness of imported potatoes, and (*c*) the decrease in the number of labourers who, since the enforcement of the Public Health Acts, are able to keep pigs.

Cow runs almost non-existent. Narberth, 24, 37. Narberth, 23. Pwllheli, 28.

54. There is no general custom of providing cow runs or cow pastures in any part of Wales, excepting perhaps in Pembrokeshire (Narberth, pars. 24, 37); there are also occasional instances in other parts by way of experiments tried by individual employers. A sheep pasture is more common, though less so than formerly. In some districts (Narberth, par. 23; Pwllheli, par. 28) indoor servants are often granted the pasture of a sheep and her progeny, in addition to their wages, and the more economically inclined prefer this rather than to be paid entirely in cash. These are also the most likely men to eventually become small farmers themselves, as the privilege gives them a taste for stock-keeping on their own account.

Pig-keeping very general, but less so than formerly. Ruthin, 42. Anglesey, 42. Llanfyllin, 57.

55. Of live stock generally, the pig is the species most commonly found in the possession of the labouring class. In many parts of North Wales (*e.g.*, Ruthin Union, par. 42) a labourer is looked down upon by his fellows if he does not keep a pig, though it was generally asserted (Llanfyllin, par. 57) that pig-keeping is a source of loss and not of profit to a labourer, unless he has enough land to keep at least one cow. Under such circumstances the pig is regarded as a sort of club or savings' bank, and for many it provides the only method of saving. Its purchase money in the first instance, as well as the money paid from time to time for its food, would not in many cases be saved at all except by being invested in the pig, and when rent day comes the investment is realised by its sale, so that, as in Ireland, the pig is in most cases "the gentleman who pays the rent." It is thus the exception to find a pig being killed and cured for home use by a labourer in North Wales, though Anglesey and the Lleyn division of Carnarvonshire are great pig-breeding districts. In South Wales (B. and C., par. 25), on the other hand, labourers prefer their home-fed and home-cured bacon, and aim at having a pig of their own for winter use. Several things have, however, told heavily against pig-keeping by labourers. (1.) Many old pigstyes have been condemned for being too near to dwelling-houses, and it is seldom that new ones have been built in their stead. (2.) Pigs do not thrive well unless they have a run, which is in many cases impossible, as the practice of allowing them to take exercise on the public roads is prohibited. In South Glamorgan many farmers discourage pig-keeping altogether on the ground of their liability to trespass for lack of a proper run. (3.) In some cases the cheapness of imported bacon, and the scarcity of food in consequence of the potato disease, have also tended to reduce the number of pigs kept.

Cows kept in districts where there are small holdings. B. & C. 12. Llanfyllin, 56.

56. Cows are never kept by labourers unless they have a small holding for the purpose, and while there was no demand for allotments a very general desire was expressed for more small holdings. In districts where holdings of all sizes are well intermixed, the labourers who have enough land to keep a cow or two are most comfortably off. Of the south of Glamorgan, Councillor Howell, of Pencoed, said: "There are none so comfortable as those who have 10 to 12 acres and who work on "farms as well; they show no tendency to migrate." If the holding is, however, too large to permit its occupier to be fairly regularly employed elsewhere, then there is the danger of his holding becoming a "crutch and not a walking-stick." No hard and fast rule can be laid down as to the average extent of the holding which a labourer can hold without interfering with his employment elsewhere.

Narberth, 36. Ruthin, 55. Narberth, 12. Narberth, App. 8 (*b*). Dolgelley, 46.

It was observed in many districts that the most efficient and skilful labourers are to be found among the class of small holders who also are the men who, for the most part, undertake piece-work. One great advantage of these holdings is that they fill a gap in the daily life of the labourer's wife, by giving her a definite work to do, without which she is liable (as in the Ruthin Union, par. 55) to get demoralised. The children are also able to have a milk diet, and what is also very important, to acquire a taste in early life for manual labour, particularly in agriculture (Narberth, par. 12).

Many labourers referred with considerable soreness to two things which they regarded as prejudicially affecting their interests. (1.) The tendency to amalgamate holdings so as to render it continually more difficult for a labourer to obtain one. Particular emphasis on this "grievance" was laid in the Unions of Dolgelley (par. 46),

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and Llanfyllin (par. 28). (2.) The rents charged on small holdings were said to be much in excess of the rate at which the larger holdings are let, though it was urged the smaller holdings are better cultivated. When such small holdings are also sub-let by a tenant farmer as a portion of his own holding, it was stated that whenever the farmer himself receives a remission or reduction in his rent he never makes a corresponding allowance to his sub-tenant. THE AGRICULTURAL LABOURER. Llanfyllin, 28. Narberth, 24.

57. Considerably less than one-half of the labourers keep any poultry, for as in the case of pigs, unless they have a run they cannot very well flourish. It is the small holders who pay most attention to poultry, for the larger farmers in many districts do not think poultry-keeping worth their trouble. In connexion with labourers' dwellings there are no suitable sheds as a rule for their shelter at night, and if they are allowed to sleep on the trees about the house they never prove a source of great profit. If there happens to be a small common or village green, or even good-sized vacant strips by the roadside, then probably a few ducks or occasionally some geese may be kept, but on the whole my opinion is that poultry-keeping is a source of but very little profit to agricultural labourers as a class. If they had a better knowledge of how to feed and treat the fowls generally, and some slight accommodation for them, it might be otherwise. Poultry.

58. The same may also be said of bee-keeping, though there is plenty of natural food for bees in almost every district. This is a kind of work with reference to which small cottage-garden shows are able to exercise much influence, as in the case of the Llanfyllin Union (par. 53). Here, too, ignorance of the best methods of bee-culture is largely responsible for the indifference. There is, however, a small manual in Welsh on the subject, entitled "Y Gwenynydd," and where that work has circulated many have made an experiment in bee-keeping (Dolgelley, par. 47). But in most cases where bees are kept it is chiefly for the object of obtaining metheglin to drink, and to provide a little honey for home use in case of illness. Bees. Llanfyllin, 53. Dolgelley, 47.

VI. Benefit Societies and other Provident Institutions.

59. There are many districts in Wales where the method of providing for sickness by joining a benefit society during health does not appear to have taken anything like a firm hold on the public mind. This is most noticeable perhaps in Anglesey (pars. 43, 56), where, before the normal labourer could be induced to join such a society, I believe it would be necessary to convince him of the advantages by adducing proof positive for every statement, in the same way as an insurance agent had to do in order to overcome people's prejudices when life insurance was in its infancy. There has been so much mismanagement in the past and so many failures have followed each other, many of them probably due to the absence of proper actuarial advice, that no confidence is felt in the system. The dishonesty of members in drawing upon the sick funds when they could very well follow their employment, and the fact that in some parts the parish is regarded as the natural provision for the labouring class in sickness and old age, have also tended to make benefit societies less popular than they should be. Though there are many instances of clubs being divided or voluntarily wound up, it does not seem that clubs, subject to a periodical division (such as the seven years' clubs of English counties), are at all preferred. It is a very general practice to hold the ordinary monthly meetings of clubs in a public-house, and though there may be stringent restrictions against drinking in the club-room, still the custom must inevitably lead to greater familiarity with the public-house atmosphere, and eventually in many cases to a certain amount of tippling and intemperance. In this respect a great need is felt for public institutes in the rural villages in Wales, so that club meetings could be held in them, though some contend that clubs held in coffee-houses always turn out failures. This would also aid in developing the social side of benefit organisations, a phase that is now largely neglected, and is no doubt a cause of the non-success of many friendly societies. This might be done by arranging for musical and literary entertainments and lectures on popular subjects under the auspices of each society, and by making the anniversary meeting something more interesting than a mere occasion for feasting. General remarks on clubs in Wales. Anglesey, 43, 56. Dolgelley, 48. Anglesey, 43. B. & C. 30. Llanfyllin, 59. Ruthin, 46.

60. There are no county benefit societies in the proper sense in Wales. The nearest approach to one is the United Counties Society started in 1874, through the efforts of the late Mr. W. R. H. Powell, of Maesgwynne (sometime M.P. for Carmarthenshire), and intended to embrace within its area the counties of Carmarthen, Pembroke, and Cardigan. It was established on similar principles to those of the Hants and Existing organisations. Narberth, 38.

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Wilts societies, and had at the time of my visit to the Narberth Union 18 lodges with a total membership of 330, largely drawn from the agricultural population for which it was primarily intended.

The greater number of benefit societies are, however, only local and independent institutions or branches of the English Orders of Oddfellows, Ivorites, or Foresters. The younger and perhaps less known Order of Rechabites appears to be gaining favour rapidly in some districts, probably owing to the very fact that it has some other collateral object besides providing for sickness, one of the conditions of the Rechabite Order being total abstinence (Narberth, par. 38). The unions in which friendly societies appear to be most extensively patronised are the Bridgend and Cowbridge (par. 27) and Llanfyllin Unions (par. 58). The other unions probably rank somewhat in the following order: Dolgelley, Narberth, Pwllheli, Ruthin, and Anglesey. It is significant that the rate of pauperism is highest in the Union of Anglesey (par. 56), where least use is made of benefit organisations. In this county a most excellently planned society established at Llangefni was recently wound up voluntarily owing to the lethargy and indifference of the members, after several years' successful career. As its rules and provisions appear to be among the best that came under my notice, I may mention that, according to the prospectus, the society was established on the same principles as the Conservative Working Men's Benefit Society of Stroud (Anglesey, par. 44).

Narberth, 38. Dolgelley, 48. B. & C. 27. Llanfyllin, 58. Anglesey, 56.

Anglesey, 44.

B. & C., App. A. (2).

Many of the purely local societies have done good service in the past, proving more successful than general societies in getting all classes of the community to join as members. To such local clubs farmers as well as labourers often belong, and they succeed in fostering a more fraternal feeling between the two classes than the general societies seem capable of, and this results in a better relationship between employer and employed than in other districts. But apart from such instances, which are not very numerous, farmers themselves do not as a class belong to any benefit organisation, nor do they make any provision for sickness or old age other than the accumulation of their own individual savings.

Llanfyllin, 59.

Employers might do much good by encouraging their labourers to become members of friendly societies. An instance of this was given in the Llanfyllin Union (par. 59), where Mr. Marshall Dugdale said "every permanent labourer I employ "is expected to join a benefit society. When he goes on his club (certified by club "doctor) I make up his wages." It was also urged by some witnesses that something similar should be done in case a labourer had to apply for parish relief, or at all events that those who have clubs should be treated more generously than the improvident.

Local and general societies contrasted.

61. Local societies are well fitted to meet the requirements of a fairly settled community, but even the agricultural labourer has become less settled than he used to be, with the result that he does not always care to join a society which cannot transfer his membership to some other lodge, in case of his removal. On this account I found in the Ruthin Union (par. 45) that the younger men prefer to hold themselves ready to start for "the works" at any moment they liked, and regard a membership of a local club as an encumbrance which would render their removal more difficult. Under these changed circumstances, general societies such as the Oddfellows, which have branches all over the country, have made rapid strides of recent years, both in virgin territory, where no clubs previously existed, as well as in superseding insolvent local societies. A suggestion was very commonly made that it would be very desirable if some help could be given in aid of apparently moribund clubs, to prevent their compulsory winding-up, so that the elder members who had contributed to them for the better part of a lifetime should not be deprived of that support which they had intended for their old age. No definite plan for carrying this out was mentioned, except that it would be desirable if such a society could be affiliated to a general organisation, to enable which to be done the State might grant a subsidy or a loan repayable in the form of interest. A more practical suggestion, with the view of making it impossible for societies to get into such a condition, was that the Government should be far more stringent in seeing that none but the soundest actuarial tables be adopted by any societies, that their accounts should be subject to periodical audits by a Government auditor, and that rules be laid down as to the classes of securities in which the funds could be invested.

Ruthin, 45.

Pwllheli, 44.

Other provident institutions in rural districts.

62. As to other provident institutions, there are on an average some two or three clothing clubs in most of the unions visited (*e.g.*, Anglesey, par. 46), though I heard of none in the Unions of Narberth and Dolgelly. The institution of penny banks for children in connexion with elementary schools is, however, far more general since the abolition of school fees, and is likely to produce a habit of economy in the young. In

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the Dolgelly Union, (App. F.), a scheme has been prepared by the Postmaster at the request of the Board of Guardians, and leaflets explaining it in Welsh and English have been distributed among parents. As an instance of what can be done in this way, it is stated that 50*l.* has been invested in the Post Office Savings Bank in the name of the children attending a small school at Dinas Mawddwy. Similar work is done in some districts in connexion with children's bands of hope and Sunday schools, but the money in these latter cases is distributed periodically and used by the parents, ostensibly on their children's clothing, instead of being invested in the savings' bank. Dolgelley App. F.

Very little general use is made by labourers of the Post Office banks. They are patronised more by servant girls in the remoter districts than by any other class. Young unmarried men, if they are economically inclined, are also able to put by quite one-half—and more—of their yearly wages, but it is very few that do so. The savings' banks are chiefly to be found in the towns, and the spending, instead of the saving of money, is generally associated in the minds of servants with their visits to towns. Possibly there would be an advantage in increasing the savings' banks of the Post Office in rural villages, though there is sometimes a difficulty in obtaining a person sufficiently acquainted with account-keeping to act as sub-postmaster. Llanfyllin, 60. Dolgelley, 49.

63. It is, however, in cases where an employer exercises his influence in inducing his servants not to raise much of their wages till the end of the term that the first commencement of saving is generally made. Married labourers with families are not as a rule able to lay by any savings, unless there are some means of earning within reach of other members of the family besides the husband. This happens mostly where there is a small holding, to which the wife is able to attend, while the husband has regular employment elsewhere. Labourers in such circumstances are often better off than large employers, and are able to make substantial provision for their children, either by giving them a superior education or by settling them in business on their own account. In districts where there are plenty of small holdings intermixed with larger ones, labourers are capable of appreciating the object of saving as a necessary preliminary to taking a small holding of their own, but this incentive to economy is felt to be wanting where the small holdings are but few in number (*e.g.*, Ruthin, par. 57; Anglesey, par. 51). Thrift among labourers. Ruthin, 57. Anglesey, 51.

Young men and women are probably less thrifty than the previous generation of 15 years ago was. About double the money is, in some districts, spent on clothes; and expensive habits in this respect are encouraged by the credit system (Llanfyllin, par. 31), which is almost universal among the labourers. In North Wales (*e.g.*, Anglesey, par. 53) travelling drapers or "tally-men" hawk their goods about the country, and are described as vampires that drain all the money of the labouring class. Every labourer has a special suit of clothes for wear on Sundays and holidays, for funerals, and other state occasions; and this is, as a rule, every whit as good as that of his employer. All the married labourers also like to dress in their "Sunday clothes" (known in South Wales as *dillad parch*), whether they can go to service or not, and they are seldom to be seen lounging about on that day in their working clothes, though the more slovenly and indolent of the younger men are in the habit of doing so, unless they prefer staying in bed to rest after a "sitting-up" courtship the night before. Excursions to distant towns, the use of beer and tobacco, a taste for confectionery, treats to sweethearts, and expensive mourning for funerals are also among the ordinary sources of expenditure; but though probably more money is continually being spent, there is also perhaps more saving going on among the thriftiest men. Llanfyllin, 60. Anglesey, 53.

VII. Trade Unions of Agricultural Labourers.

64. There is a total absence of any organisation of the nature of a trade union among the agricultural labourers of Wales. Some combinations have from time to time been attempted, but the most successful have had only a short-lived career, and their objects have been more or less of a temporary character. With one exception these combinations have aimed almost solely at the reduction of the hours of labour, and a slight concession has, as a rule, been followed by the collapse of the movement. Temporary combinations and their results.

The most formidable combination was made in Anglesey (pars. 20, 48) and Carnarvonshire some three or four years ago, which was so far successful as to obtain a substantial reduction in the hours of work. In this instance it was attempted to form a permanent organisation which could at all times watch and protect the interests of labourers, and more particularly agitate in favour of better accommodation for servants at farm-houses. But, with the first excitement over, and the demand for shorter hours Anglesey, 20, 48. Pwllheli, 19.

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conceded, the rank and file of the labourers were easily satisfied, and practically nothing more was heard of the movement. It was noticed at the time that the employers were perfectly helpless to oppose the demands of the men, and recognising this fact, they bowed before the storm, and gave in at once. Some of the more generous farmers actually championed the labourers' cause, especially in Lleyn (Pwlheli Union), but, with this exception, the movement drew its whole strength from the labourers themselves who received no outside help whatever. Similar attempts at a combination were made by the labourers in other parts of the country about the same time as at Bryncrug, in the parish of Towyn, Merioneth, where the men demanded shorter hours, but the agitation did not produce any results. The only instance of this kind in South Wales which came under my notice occurred about Michaelmas 1891, in the English district of Pembrokeshire (Narberth, App. 7 (*c*)), where an attempt was made by some delegates from England, who visited the district, to get the labourers to join a labourers' federation; a general demand was made for an advance of 2*s*. a week, and in most districts the farmers compromised by giving an advance of 1*s*. When this was gained the proposed union broke up.

Dolgelley, 52.

Narberth, App. 7 (*c*).

In some cases, as in Anglesey, these attempts have produced some good by drawing public attention to certain real "grievances" under which the labourers lived, and in making employers ashamed of continuing them.

But in other respects it has tended to produce greater friction between the parties, to which I shall refer in the next paragraph.

VIII. GENERAL RELATIONS BETWEEN EMPLOYER AND EMPLOYED.

Increased friction within recent years.

65. The agitation for shorter hours has in most cases been followed by a certain sourness of feelings between employer and employed. Men are not, in the particular districts affected, so ready and willing to do little acts which are technically outside their own immediate sphere of work, and which they therefore regard as works of supererogation on their part. Thus an ordinary labourer or a "spade man" in Anglesey or Lleyn is less disposed to run and turn out cattle from a cornfield into which they might have trespassed, as he would argue that the care of the cattle is the business of the stockman. But it would perhaps be wrong to attribute this entirely to the agitation, as a similar absence of goodwill is to be found in districts not affected by any combination of the kind, as in the Unions of Ruthin (pars. 48–50) and Bridgend and Cowbridge. A better feeling exists in districts (*e.g.*, Dolgelley, par. 53; Narberth, par. 39) where holdings of all sizes are well intermixed, as the circumstances do not favour a sharp distinction between the employer and employed. In such districts the son of a small farmer is often employed as a servant on a neighbouring farm and hopes himself to become some day an employer of labour.

Pwllheli, 46.

Ruthin, 48–50.

Narberth, 39.

Dolgelley, 53.

Goodwill of labourer dependent on his treatment.

66. At the same time there is no denying that the relations have become far more independent everywhere throughout the country, and that indoor servants (more than married labourers) often cause an immense trouble to their employers. The two great causes of discontent and disaffection are the food and accommodation, and in both respects, it is readily admitted, that there is in most cases much room for improvement.

The old semi-patriarchal system under which the servant was regarded as a member of the family, enjoyed his employer's society and shared the same kitchen in the evening, has all but disappeared, and no other provision has taken its place. In many farms it is only during meals that the servants are considered to have any right to be in the kitchen at all; they are expected to go out after supper, and as they have no other place to go to except a very uncomfortable sleeping apartment, without fire or light, many of them are driven to the nearest public-house, or more commonly to prowl about other farm-houses to wait for the opportunity of seeing the maid servants, and there spend the night in "sitting up" together. A small farmer who had been a labourer stated at Pwllheli (par. 47), "Thousands of times did I suffer from cold as a servant. "I was not allowed to go near the fire, and though I was fond of reading I had no "place to do so except in the stable loft." In my report on Anglesey (par. 49) I have quoted Mr. Brocklebank, who laid particular stress on the fact that in his opinion the feeling of the labourers and servants towards their employers is altogether a question of treatment. To this I added:—"If the men are well treated they have "an affectionate regard for their employers, and study their interests at all times. "Small favours go a long way; an opportunity to dry wet clothes, permission to "smoke their pipes round the kitchen fire after supper, and a little more attention to "the way in which the food is cooked and placed on the table. These and similar "trifling things, which many servants do not now enjoy, would not cost the employer

Pwllheli, 47.

Anglesey, 49.

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"anything, but would go a long way to earn the goodwill of the men." The greatest problem of agricultural labour in Wales is, therefore, the position of the indoor servant, and it is he that evinces the greatest dissatisfaction with the conditions of employment. He does so in South Wales by abruptly terminating his engagement and going off to the works, if he is displeased in any respect. His mode of warfare in North Wales is one of stolid inactivity, revenging himself on his employer by doing as little work as he possibly can.

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IX. The General Condition of the Agricultural Labourer.

67. In South Wales the labourer is probably in a better position than he has ever been before, while in North Wales he was slightly better off perhaps about 1879, though his condition at present is fairly satisfactory. The total amount of his wages is not the only element to be taken into account; allowances or gifts in kind, such as butter sold at 1*d.* per lb. less than the market price, supplies of butter-milk, oatmeal, and firewood, and old clothes were more frequent in former years than at present. The tendency to leave farm cottages for the villages has also affected the position of labourers: in the latter case they pay a higher rent, and probably find that they cannot keep a pig or even poultry. On the other hand, all necessaries of life are cheaper than formerly, though this can scarcely be said of clothes, as those bought at present, though of less price, are more shoddy, and do not last so long. School fees have also been abolished, but the opportunities for members of the family other than the husband to earn any money have greatly diminished.

Condition of labourers as compared with 15 years ago.

68. The chief need at present is to provide the labourer with more of that special kind of education which is needed to fit him for his own peculiar work, and to supply him with some profitable means of recreation. To try and further the first object I have given a prominent place, both in the text of this Report (pars. 20–1), and in the Appendix, to the question of agricultural instruction in Wales. As to recreation, the labourer has so little that he cannot be said to know its proper value, or to have anything but a meagre notion as to how to enjoy himself, except in a certain traditional groove. In some parishes, especially in South Glamorgan, there are small plots of ground which were reserved for purposes of recreation on the enclosure of common land, but I do not know of a single instance in which they are used for the purpose intended. It is sheer irony to speak of them as recreation grounds, as they are mostly far too inconveniently situated for anything of the kind.

Education and recreation chief wants of labourers at present.

Village institutes, coffee-houses, and reading-rooms are exceedingly rare, averaging not more than two for each union visited. In most cases where a refreshment business such as a coffee-house has been tried it has signally failed (*e.g.*, Ruthin, par. 58), and something else is required to attract the labourers, or they will prefer to go to the public-house. In the Pwllheli Union (par. 55) it was mentioned that small libraries had been started in different places by the Calvinistic Methodists in connexion with the Sunday Schools, and that these were being availed of to some extent by labourers and still more so by their children. There is here the possibility of a greater development, and in Wales—probably more than in England—the chapel or church could form the centre for much social and educational work. Hitherto the only national intellectual agencies for reaching the masses in Wales are the Eisteddfod and the Sunday School, and it is difficult to over-estimate their importance in the formation of the Welsh character* (Llanfyllin, par. 13 (note); Dolgelley, par. 50).

Dolgelley, 51. Ruthin, 58. Pwllheli, 55. Llanfyllin, 13. Dolgelley, 50.

Of purely physical recreation there is hardly any at all. Men meet together of an evening for an occasional game of quoits and that is about all. There is one notable instance, however, of a flourishing corps of volunteers—in Cemmaes, Anglesey (par. 55)—which is largely composed of people connected with agriculture either as labourers or farmers, but it is probably the only instance of the kind in the whole of Wales. There is no volunteer corps in the whole of the county of Merioneth, and I am not aware of any volunteers in either of the Unions of Pwllheli or Llanfyllin. Military training, even when voluntary, is not particularly popular with the Welsh peasantry, and it is said that the total number of recruits gained as a result of the recent march of the 2nd Battalion of the Royal Welch Fusiliers through North Wales amounted to only 22.

Anglesey, 55.

69. Besides this general want of some healthy systematic recreation of either a physical or intellectual character, unmarried servants labour under the additional disadvantage of unsatisfactory accommodation.

Unsatisfactory accommodation of servants at

* See Appendix D.

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farm-houses; "bothy" system of Scotland compared. Narberth, 30, 31. Dolgelley, 41. Anglesey, 38. Pwllheli, 47–50. Ruthin, 53. Pwllheli, 49.

In the greater part of West Wales, including the counties of Carmarthen, Pembroke, and Cardigan in South Wales, and from Barmouth (in the Dolgelley Union) upwards to and including the Unions of Pwllheli and Anglesey (as well as the counties in which they are situated), the servants who are lodged on the farm premises are put to sleep in an out-building, generally over the stable or cow-house. In other parts of Wales (*e.g.*, Ruthin, par. 53) they are given a bed-room in the dwelling-house, but, owing to the limited accommodation of many farm-houses, their room is not always effectually partioned off from the sleeping apartments of other members of the family, possibly of the other sex. Under such circumstances it is difficult to say whether the absolute freedom of the outdoor system or the semi-promiscuous overcrowding of the indoor system is fraught with most evil, for it is sure enough that much evil does result from the masterless and irresistible opportunities which such arrangements provide. It is also a matter of most frequent occurrence, more especially in the Pwllheli (par. 49) and Dolgelley Unions, that the sleeping apartments of the maids is a sort of thoroughfare through which the other members of the family have to go to their own rooms.

The men, it is true, prefer to sleep out of doors, as they have greater independence in the evenings, but there are many objections both on the score of health and of morality to the system.

The sleeping place (it does not deserve to be called a room) is often above an open shed, and is very cold; if not, it is over the cow-house or stable, where manure is allowed to accumulate, and the breath of the animals contaminate the air breathed by the servants. To aggravate this evil the place is also badly lighted and ventilated, and is kept in a very dirty condition. Owing to its inconvenient situation there is no furniture provided for the place except beds and bedding, both of which are, owing to the circumstances, very inferior, and in most cases the blankets are washed only once a year.

The place is not attractive enough to induce the men to try to keep it clean, and as they have no other place to go to for a rest or a chat after working hours they go here in their dirty boots, and often throw themselves on the bed without taking off their working clothes. On the other hand, the custom of the country is so strong, that it would not at first be an easy matter for an employer to get his men to sleep indoors, provided he had sufficient accommodation for the purpose within the house, which is not always the case. It is certain that in a majority of cases no sufficient accommodation is provided at farm-houses, both for the members of the family and the hired servants, and until this is done it is difficult to suggest any thorough remedy. But if the outdoor system is to continue, it is necessary to have it placed under some supervision so as to prevent overcrowding and unsanitary conditions, both of which are extremely common at present. Sanitary inspectors do not appear to extend their supervision to these stable lofts, but they are not instructed to do so by the sanitary authorities. It would have a highly salutary effect if such sleeping places were treated somewhat similarly to "common lodging-houses." The "bothy" system of Scotland has so many points in common with the Welsh custom, that it might fairly be assumed that they had a common origin. That origin might be found in a certain community of life incidental to the tribal stage of civilisation, of which there are many traces to be found among the Welsh, or it might be more directly attributed in the present day to the absence of sufficient accommodation for the labourers of the district; but, whatever the origin, the responsibility for the perpetuation of the system with all its incidental evils rests primarily on the landowners of the locality. The "bothy" has, however, this advantage over its Welsh counterpart, that it is a self-contained establishment in which the men not only are lodged but have their meals and spend any leisure time at their disposal. The evils of both systems arise "out of the isolation of young men, the impossibility of any but "clandestine association with the other sex, and the consequent liability of such inter-"course to become licentious."

The excitement and freedom from restraint incidental to hiring fairs, and to the hiring system generally, as well as the custom of treating sweethearts at public-houses, also contribute to the production of the same deplorable results.

Immorality facilitated by present arrangements. Narberth, 31, App. B., 3.

70. It is no wonder therefore that there is a comparatively high rate of illegitimacy in rural districts, especially in those where the servants sleep in the out-buildings. The same phenomenon is to be noticed as the result of "the bothy" system in Scotland, so that this peculiar deviation from moral rectitude is perhaps greatest in those very countries that are most distinguished by their zeal for orthodox belief. Heredity and racial characteristics may have something to do with these ante-marital irregularities,

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but it is undeniable that the unrestrained freedom which young men enjoy at night by having their sleeping places in out-buildings is also responsible for much of the evil. The young men visit their sweethearts in the night, "sit up" in their company till the small hours of the morning, generally with the connivance of the head of the household, and in some districts the courting is done by "bundling" together in bed.

Dolgelley, 41, App. D. Pwllheli, 50.

These customs are not so prevalent as they were nearly 50 years ago, when they were described, in language that was generally admitted to be exaggerated, in the Reports on the State of Education in the Principality (1847). The chief difference perhaps is that at present these practices are mainly, but by no means exclusively, confined to the labouring class, while at the earlier date it was the ordinary mode of courtship with the sons and daughters of farmers and the younger members of the rural population generally. But the "sitting up" and "bundling" customs were by no means peculiar to Wales, though to what extent they are still to be found in English districts is unknown to me. It is stated by my colleague, Mr. Roger C. Richards, in his Report on the Nantwich Union, that the custom has ceased to exist in that part of the country, though it was exceedingly common there in 1855 (*see* a letter of the Rev. Ed. Hinchcliffe in "Barthomley," p. 138). A remarkable effort has recently been made by Dr. Albert Leffingwell in a book entitled "Illegitimacy and the Influence of Seasons upon Conduct" (Social Science Series, 1892), to place the study of this question upon something like a scientific basis. It is clearly proved that within given districts there is a persistency in the recurrence of these painful phenomena year after year with but slightly varying difference, though the rate of illegitimacy is much higher in some districts than in others. It is outside the scope of this present inquiry to do more than to refer to the existence of the evil and to point out some of the conditions which appear to contribute towards its production. In the Appendix, however, will be inserted a few statistics bearing on the subject extracted from Dr. Leffingwell's most interesting work.

General character of labourer in other respects.

71. In all other respects the moral character of the labourers of Wales is highly satisfactory. In many districts, as in the Unions of Narberth, Dolgelley, and Pwllheli, and in the more mountainous districts of the Llanfyllin and Ruthin Unions, most of the men are practically, though perhaps not technically, total abstainers. In the Vale of Glamorgan, the Vale of Clwyd, and in parts of the Llanfyllin and Anglesey Unions drinking is much more common, though it is by no means abnormal, except perhaps in a very few villages. With reference to the Ruthin Union (par. 55), I had to refer to the growing habit of beer-drinking among the wives of agricultural labourers in some of the rural villages, a state of things which was locally attributed to a demoralised condition resulting from the fact that they had no daily occupation. With this one exception, the general opinion was that the labourers were yearly becoming more temperate in their habits, and though I attended a large number of markets and fairs during the inquiry I saw very few men who might be described even as under the influence of drink.

Ruthin, 55.

Narberth, 39. Dolgelley, 58.

There is almost a total absence of all serious crimes among agricultural labourers, and the offences that are most commonly met with are petty pilfering and trespassing in search of game and fish, but the instances of offences against the person are rare. Maiden assizes are of frequent occurrence, and Her Majesty's Judges are often presented with white gloves when visiting the agricultural counties, a fact which justifies the title of the "Land of white gloves" ("Hen Wlad y Menyg gwynion") which is given to the principality in one of its national songs.

Summary of suggested improvements and remedies.

72. In conclusion it would perhaps be convenient that I should here concisely summarise the suggestions that have been made from time to time for improving the condition of the labourer, and establishing his relations with his employer on a more satisfactory basis than that existing at present.

1. Improved sleeping accommodation for servants; the provision of a separate living room, with fire and light in winter; and the supervision of these rooms by the officers of the sanitary authority.

2. A redistribution of the meal hours, so as to reduce the long intervals between meals, especially that between breakfast and dinner.

3. The adoption, for servants in permanent engagement, of different rates of payment for summer and winter. This is effectually done where the term of service is one for six months, which is perhaps an improvement on the 12 months' term.

4. Certain changes in the legal effect of ordinary hiring agreement as suggested in par. 25.

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5. Payment of the wages of all married labourers on the Thursday or Friday instead of a Saturday night.

6. Popular instruction in agriculture and kindred subjects by means of extension lectures, evening schools, and experimental work.

7. Saturday half-holiday (in certain seasons), if the evenings could be utilised for holding classes for agricultural instruction, &c.

8. The encouragement of cottage gardening, bee-keeping, &c., by means of local garden shows.

9. Popular instruction in hygiene and cookery, the formation, where possible, of voluntary organisations of ladies to visit villages and labourers' cottages to give practical advice and instruction in these subjects, on the plan of the village work contemplated by Dr. D'Aeth in Buckingham.

10. The holding of all cottages independently of employment and subject to no restrictive conditions as to work.

11. The formation of small libraries in connexion with country churches and chapels, and the establishment in the larger villages of institutes, where, among other things, the monthly meetings of friendly societies could be held.

12. The more generous treatment of members of friendly societies who have to apply for parish relief, so as to differentiate them from those who have made no provision for sickness and old age.

13. A stricter government supervision of all friendly societies.

14. To give local postmasters some personal interest in encouraging thrift, and in bringing home to the rural population the facilities provided by the government for the accumulation of savings, *e.g.*, the granting of a small commission on all moneys received as deposits for the Post Office Savings Banks.

There is also a very general desire for an increase in the number of small holdings, but this is partly attributable to the characteristic land-hunger of the principality. The demand for allotments is, however, comparatively rare, being chiefly confined to a few villages in different parts of the country. As to the hours of work, it was suggested by an independent witness in Pembrokeshire (Narberth, App. B., 7c.), that owing to the difficulty of supervision on large farms many farmers would be glad of eight hours' steady work. No employer within my knowledge has, however, put the eight hours system to trial in agricultural work. Nor do I happen to know of more than one instance where profit-sharing is tried even to a small extent. Mr. Marshall Dugdalé (Llanfyllin Union, par. 39) informed me that his bailiff had a share of profits when the farm paid, but he did not, however, supplement this by informing me whether there was as a rule any profit to be divided at all. Perhaps the experiment which is being put to the test in other industries is worth being tried by some of the farmers of Wales.

Llanfyllin, 39.

The path for the future improvement of the labourer appears to lie among all that tends to educate him for his own special work; there is first of all the need of a self-education in those qualities of character in which he is chiefly deficient, self-reliance and self-control. Besides this everything that tends to create in him a greater interest in rural life, to increase his efficiency in the exercise of manual skill and the application of a quickened intellect, will cause his services to be more appreciated, will render his own position more assured with his employer, and will make him in every respect a better citizen.

I am, &c.
(Signed) D. LLEUFER THOMAS
(Assistant Commissioner).

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Memorandum on Mr. Chapman's Builth Report.

Since the above Report was submitted, I have been favoured with an opportunity of perusing a report by one of my colleagues, Mr. Cecil M. Chapman, on the Poor Law Union of Builth, in the counties of Brecon and Radnor, a district which I was unable to visit myself, as had been originally arranged, owing to ill-health. The Builth Union appears to have a somewhat close resemblance to the union of Dolgelley, in respect of its physical characteristics, the nature of its farming and even the general condition of its agricultural population excepting the predominance, within the Builth district, of the English language, and the absence of any industries other than agriculculture. Upon general points, however, it has much in common with the rest of Wales; for instance, the consolidation of farms is looked upon as a grievance by the labourers, who have a pretty general desire for small holdings (pars. 18, 19), and though gardens are said to be not of much account, still there is no demand for allotments (pars. 80, 81). As elsewhere also, much of the work, especially on the hill farms, is done by the farmers and their sons (par. 36), while mutual help is also largely relied upon (par. 35). What hired labour there is consists chiefly of young unmarried men who are lodged on the farm premises, and who are said to be better off (as they are in every other part of Wales) than the less numerous class of married labourers who in the Builth Union, "accept 9*s.* a week in the shape of wages, and are boarded "at the farm" (par. 101); the average wages of farm servants on the other hand, are stated to be about 18*l.* to 20*l.* a year, *i.e.*, with board and lodging, while the best men get 22*l.*, and sometimes 25*l.* a year. The better position of this latter class, in respect of wages, is probably due to the fact that the hiring fair provides a more or less self-acting sliding scale for regulating wages from year to year, though apparently the servants in the Builth district have not yet realised, as their brethren have in Anglesey and Carnarvonshire, what a powerful instrument for that purpose the fair is in their hands.

What appears to be almost peculiar to the district as compared with the rest of Wales is the apparently common practice of allowing labourers to depasture cattle and sheep on their employers' land, even to the extent in some cases, of their going "halves" with the farmers (pars. 83–5). This perhaps accounts for the high character given to the men for their skill, industry, and zeal in work, though thriftlessness and immorality are also unfortunately laid at their doors (pars. 45, 46). The unsatisfactory accommodation (chiefly for sleeping purposes) in dwelling-houses of all kinds is naturally emphasised, as it appears to be one of the points that differentiates Wales from England (pars. 71, 72), another being the general absence of all class distinctions between employer and employed (par. 98.) Other points, either of resemblance or of difference, may be observed by a perusal of Mr. Chapman's Report which is appended to this volume.

(Signed) D. LLEUFER THOMAS,
(Assistant Commissioner.)

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APPENDIX A.

LABOURERS ENGAGED IN AGRICULTURE, 1851-1881.

COUNTY.	POPULATION.					1851.						1861.					
						Males.		Females.		Total.	Per-centage to Population.	Males.		Females.		Total.	Per-centage to Population.
	1851.	1861.	1871.	1881.	1891.	Indoor Farm Servants.	Outdoor Labourers.	Indoor Farm Servants.	Outdoor Labourers.			Indoor Servants.	Outdoor Labourers.	Indoor Farm Servants.	Outdoor Labourers.		
NORTH WALES:																	
Anglesey	57,327	54,609	51,040	51,416	34,210	1,793	1,999	1,169	25	4,986	8·6	961	2,006	196	26	3,189	5·8
Carnarvon	87,870	95,694	106,121	119,349	125,596	3,034	3,440	1,957	62	8,493	9·6	2,725	3,668	479	54	6,926	7·2
Denbigh	92,583	100,778	105,102	111,740	116,688	3,442	5,184	2,300	73	10,999	11·8	2,257	5,942	1,211	59	9,469	9·3
Flint	68,156	69,737	76,312	80,587	42,565	763	1,067	502	10	2,342	3·4	695	883	134	19	1,731	2·4
Merioneth	38,843	38,963	46,596	52,038	64,725	2,384	1,568	1,684	35	5,761	14·5	2,178	1,627	522	31	4,358	11·1
Montgomery	67,335	66,919	67,623	65,718	67,290	4,244	3,642	2,494	42	10,422	15·3	3,728	3,433	694	49	7,904	11·8
Total North Wales	412,114	426,700	452,796	480,848	451,074	15,660	16,900	10,106	247	42,913	10·4	12,544	17,559	3,236	238	33,577	7·7
SOUTH WALES:																	
Brecknock	61,474	61,627	59,901	57,746	52,964	1,983	2,170	1,407	67	5,627	9·1	1,947	1,206	958	107	4,218	6·8
Cardigan	70,796	72,245	73,441	70,270	86,349	3,709	2,176	3,901	124	9,910	13·9	3,398	3,202	1,315	460	8,375	11·5
Carmarthen	110,632	111,796	115,710	124,864	118,632	3,161	3,029	3,436	217	9,843	8·8	2,829	2,820	2,097	291	8,037	7·1
Glamorgan	231,849	317,752	397,859	511,433	693,001	2,662	4,007	2,350	155	9,174	3·9	2,319	3,769	656	275	7,019	2·2
Pembroke	94,140	96,278	91,998	91,824	81,995	2,401	3,203	2,540	238	8,382	8·8	2,068	3,009	1,233	194	6,504	6·7
Radnor	24,716	25,382	25,430	23,528	17,119	1,863	1,928	1,061	33	4,905	19·8	1,510	2,106	206	36	3,858	15·2
Total South Wales	593,607	685,080	764,339	879,665	1,049,960	15,779	16,513	14,715	834	47,841	8·0	14,071	19,102	6,465	1,363	41,001	5·9
Total for all Wales	1,005,721	1,111,780	1,217,135	1,360,513	1,501,034	31,439	33,413	24,821	1,081	90,754	9·0	26,615	34,745	9,701	1,601	74,578	6·7

COUNTY.	1871.						1881.			
	Males.		Females.		Total.	Per-centage to Population.	Males.	Females.	Total.	Per-centage to Population.
	Indoor Farm Servants.	Outdoor Labourers.	Indoor Farm Servants.	Outdoor Labourers.						
NORTH WALES:										
Anglesey	1,190	1,198	207	25	2,620	5·1	2,233	82	2,315	4·5
Carnarvon	2,482	2,333	308	43	5,116	4·8	4,602	260	4,862	4·0
Denbigh	2,506	2,909	410	63	5,888	5·6	4,867	239	5,106	4·5
Flint	480	831	108	14	1,433	1·8	1,126	71	1,197	1·4
Merioneth	2,038	1,289	282	55	3,664	7·8	2,843	218	3,061	5·8
Montgomery	3,488	2,173	405	41	6,107	9·0	5,073	299	5,372	8·1
Total North Wales	12,134	10,733	1,720	241	24,828	5·4	20,744	1,169	21,913	4·5
SOUTH WALES:										
Brecknock	1,571	1,776	206	48	3,601	6·0	2,561	131	2,692	4·6
Cardigan	3,012	2,305	1,285	272	6,874	9·3	4,596	1,235	5,831	8·2
Carmarthen	2,293	1,706	1,266	121	5,388	4·6	3,242	957	4,199	3·3
Glamorgan	1,992	2,809	409	175	5,385	1·3	4,275	495	4,770	0·9
Pembroke	1,920	2,485	935	132	5,472	5·9	3,867	741	4,608	5·0
Radnor	969	1,154	56	13	2,192	8·6	1,611	41	1,652	7·0
Total South Wales	11,757	12,237	4,157	761	28,912	3·7	20,152	3,600	23,752	2·7
Total for all Wales	23,891	22,970	5,867	1,002	53,740	4·4	40,896	4,769	45,665	3·3

* Owing to my absence from London, through ill-health, most of the figures in the above Table were kindly supplied to me by T. E. Morris, Esq., barrister-at-law, of the North Wales Circuit.

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APPENDIX B.

THE AGRICULTURAL LABOURER.

PROPORTIONAL DISTRIBUTION of the AGRICULTURAL POPULATION of the WELSH COUNTIES in 1881.

Counties.	Percentage of Labourers engaged in Agriculture to Total Population.	Counties.	Percentage of all Persons engaged in Agriculture to Total Population.
1. Glamorgan	0·9	1. Glamorgan	2·2
2. Flint	1·4	2. Flint	5·5
3. Carmarthen	3·3	3. Carnarvon	8·2
4. Carnarvon	4·0	4. Denbigh	9·2
5. Anglesey	4·5	5. Carmarthen	9·9
6. Denbigh		6. Pembroke	10·9
7. Brecknock	4·6	7. Merioneth	11·0
8. Pembroke	5·0	8. Brecknock	11·9
9. Merioneth	5·8	9. Anglesey	14·0
10. Radnor	7·0	10. Cardigan	14·9
11. Montgomery	8·1	11. Montgomery	15·3
12. Cardigan	8·2	12. Radnor	19·0
Total	3·3	Total	11·0

The counties are ranged in the order of their proportions, proceeding from the lowest to the highest, and the result may be taken as indicating the relative importance of agriculture as a means of subsistence in each county.

APPENDIX C.

AGRICULTURAL EDUCATION IN WALES.

(*a.*) BANGOR COLLEGE.

The following account of agricultural education in North Wales is taken from a paper on "Agricultural "Education and its Objects," read to the Glasgow and West of Scotland Agricultural Discussion Society (25th December 1891), by Douglas A. Gilchrist, Esq., B.Sc. (Agric. Edin.), Lecturer in Agriculture, University College of North Wales, Bangor. Though, perhaps, not in every detail "up to date," the extract gives a consistent and authoritative account of the movement.

"Referring to the subject of agricultural education in Wales, the lecturer said the University College of North Wales is incorporated under Royal Charter, and was opened in 1884. Since that time it has, in addition to in-college work, carried out a complete system of extension lectures over North Wales. The agricultural work of the college originated in a course of lectures to farmers delivered by Dr. Dobbie, at Llangefni, in 1886. This, and subsequent courses, have met with a hearty reception, and since that time our agricultural department has rapidly developed. We are now well manned and organised, although, if we had more money at our disposal, it is desirable that we should develop further in certain directions. Last year our grant from the Board of Agriculture was increased to 500*l.*, and our private subscription fund amounted to 750*l.* For the present year the following grants have been made by county councils in North Wales to carry on agricultural instruction in their respective counties: Anglesea, 100*l.*; Carnarvon, 250*l.*; Flint, 100*l.*; Denbigh (probably), 100*l.*; and Montgomery, 50*l.* The college authorities are now prepared to appoint an additional lecturer in agriculture to meet the demand for increased work in Carnarvonshire.* We shall thus be able to carry out our scheme more completely in this county. It has been the aim of our department to provide a complete scheme of agricultural education for the six northern counties of Wales. Our work may be classified under the following heads:—

(*a.*) Extension lectures to farmers' classes.
(*b.*) Field experiments.
(*c.*) Dairy instruction at three fixed dairy schools; and
(*d.*) Dairy demonstrations given in connexion with the travelling dairies attached to each school.
(*e.*) Courses of lectures to classes of schoolmasters; and
(*f.*) Local classes, conducted by schoolmasters who have attended these classes.
(*g.*) A complete in-college training for agricultural students.

The extension lectures form an important part of our scheme. Such lectures require careful preparation. A lecturer giving these courses should endeavour to make himself familiar with the local conditions and practice. Farmers have more difficulty in attending such classes than people who live in towns, and it is therefore important that every lecture delivered should be carefully prepared and thorough; and, as a rule, such courses of lectures should be short. Printed matter bearing on the lectures should be distributed, while diagrams illustrative of the subject are of great assistance. Ten such courses have up till now been inaugurated this session, and these are attended by about 300 students. Field experiments are now in progress at 13 centres. Three fixed dairy schools located at Bangor, at Denbigh, and at Welshpool are connected with the College. Senior and junior certificates are granted by the College to pupils from these schools. No certificate is granted unless the candidate is thoroughly conversant with practical dairy work. The complete course of lectures to schoolmasters extends over two sessions, and a schoolmaster's certificate in agriculture is granted to those who pass an examination or examinations at the close of the course. Lectures to these classes are being delivered on Saturdays at three centres this session with a total attendance of about 70. Several local classes are now being conducted by men who have attended similar courses in former sessions. We are now in a position to give a complete in-college training to agricultural students; and a college diploma in agriculture will be granted to those students who do the work of the two years' course to the satisfaction of the Senate. Part of the money placed at our disposal by the county councils has been devoted to the establishment of exhibitions to agricultural students, and the Technical Instruction Committee of Cheshire have recommended their county council to establish four scholarships of the value of 40*l.* each per annum, to be competed for by Cheshire students. These will be tenable for two years at Bangor College on condition that the holders take the two years' agricultural course.

The success of our movement is largely due to the hearty manner in which the landlords and tenant-farmers of North Wales have co-operated with the college staff in furthering the movement. The following is an abstract from the recently issued annual report of the Board of Agriculture on agricultural and dairy schools: "It has "been shown, however, that a most complete scheme can "be organised by this college; one which will not only "fulfil its own proper duties in the six northern counties "of Wales, but forms a type on the lines of which it may "be feasible to organise systematic agricultural education "throughout the kingdom."

A remarkable movement is now in progress in Wales for the development of the educational resources of the country. A complete system of intermediate education is being organised, and this will fill the gap that till now has separated the elementary schools from the three university colleges. A university for Wales is now only a question of time. The movement in favour of agricultural education, therefore, is an essential part of a greater movement, the aim of which is to place all branches of education in the principality on a thoroughly satisfactory basis."

* See below for a copy of the scheme for this county for 1892-93.

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(*b.*) CARNARVONSHIRE COUNTY COUNCIL.

SCHEME of AGRICULTURAL EDUCATION for CARNARVONSHIRE in connexion with the UNIVERSITY COLLEGE of NORTH WALES, BANGOR, 1892–93.

The Carnarvonshire County Council having renewed their grant of 250*l.* to the Agricultural Department of the University College at Bangor, the following scheme for the expenditure of the grant during the year 1892–93 has been adopted by the Agricultural Committee of the College, on which the county council have now, in consequence of the grant, a representation of three members:—

(*a.*) Courses of instruction in butter-making of two weeks in each place by a skilled instructress at two centres in the county. During the first week one-day demonstrations to be given at villages in the neighbourhood of the centres chosen. Only those villages to be visited where a local committee provide a suitable room, and assist in advertising the course, in finding a supply of milk and cream, and generally in carrying out the local arrangements.

(*b.*) Exhibitions to enable pupils, who, having attended dairy demonstrations at one of the local centres in the county, or having taken a short course at the Anglesey and Carnarvonshire Dairy School, are desirous of receiving fuller instruction in dairy work, to attend the Dairy School for such periods and under such regulations as the authorities of the Dairy School may from time to time determine.

The sums contemplated under (*a.*) and (*b.*) to be paid over to the authorities of the Anglesey and Carnarvonshire Dairy School, on condition that they undertake to spend the money on the lines laid down in the foregoing sections of this minute.

(*c.*) Field experiments in Carnarvonshire during the present season.

(*d.*) From 50 to 60 extension lectures to be arranged by the College Committee on Agricultural Education at various centres in Carnarvonshire, and 32 lectures to schoolmasters' classes, to be conducted at Pwllheli.

(*e.*) Travelling expenses of schoolmasters attending classes at Pwllheli; travelling expenses of lecturers and grant for apparatus required to illustrate lectures.

(*c.*) ABERYSTWYTH COLLEGE.

University College of Wales,
Aberystwyth,
(Agricultural Department,)
16th March 1893.

DEAR SIR,

THE extension work of this department is carried on in the seven counties of central and western Wales, viz., Cardigan, Carmarthen, Pembroke, Brecon, Radnor, Merioneth, and part of Montgomery, and is supported by grants made by the county council for the purpose as follows:—

	£		£
Cardiganshire	250	Merionethshire	160
Carmarthenshire	350	Radnorshire	100
Pembrokeshire	100*	Montgomeryshire	40
Breconshire	100*	(part of the county.)	

The lectures are intended to interest all who are concerned in agricultural work, and are delivered where necessary (and so far as the supply of qualified lecturers permits) in the Welsh language. It is probable that the agricultural labourers cannot effectively be reached in the counties of Merioneth, Cardigan, Carmarthen, part of Pembroke, Montgomery, and Brecon without a still more extensive provision of lectures in Welsh. If also the superintendence and inspection of the classes now carried on under the Science and Art Department in the principles of Agriculture, in the counties affiliated to the college, were placed in the hands of the college, it could then make arrangements with qualified elementary teachers and others for the establishment of classes that would be suitable to the special needs of the labourers in the various districts, and also would be preparatory to the necessarily more advanced and technical character of the instruction given in the extension lectures. The courses now being delivered are in such subjects as the following:—

(1.) Manure and manuring; (2) Foods and feeding; (3) Dairying and butter-making; (4) The formation of pastures; (5) Pastoral husbandry; (6) Plant diseases and insect pests, &c.

* Approximately.

The attendance on the part of labourers has been satisfactory when one considers that this movement is quite in its infancy. The labourers have formed about one-fourth of those attending the lectures. The audiences vary from 30 to 300 persons, the average being about 100 persons. But from data that has been supplied to me by the various local secretaries, I find that even where only 30 persons may be present yet this number may be engaged in the management of from 6,000 to 10,000 acres of land. You are doubtless aware that a great deal of the labour of the Welsh farms is carried on by the sons and daughters of the farmers, and as these can command the use of horses they often come from a distance of 7 or 8 miles to the lectures, and they have taken the matter up with much spirit. I know that a fair number of these, and also the labourers have attended classes under the Science and Art Department, but I understand that only a limited number have passed the examination, owing to the difficulty of writing out their answers in the English language. Generally speaking they possess intelligence and application, and it is a real hardship that they cannot at present have the examination conducted in Welsh.

In connexion with our travelling dairy schools, I should say that about 20 per cent. of those who have joined these classes were in the employ of farmers as dairymaids. It is within my knowledge that an increase of wages have been obtained by some of those who have obtained the certificate of proficiency in butter-making after a course of practical and theoretical instruction in these travelling dairy schools.

In order to make the lectures still more useful to the labourers, the following conditions would seem to be necessary:—

(1.) Increased provision of evening schools, and some amount of adjustment of the instruction carried on in them.

(2.) In order to be useful to the labourers the lectures should be fixed in the villages so far as possible rather than in market centres. We have already fully adopted this mode of bringing the instruction of the people, both as regards lectures and instruction in dairying.

(3.) Greater facilities should be accorded to the farm labourers for reading by the establishment of village libraries. It is very difficult for farm servants as a class to read in the winter evenings without more encouragement in the shape of warm and well lighted rooms (whether in the farm-houses or elsewhere) than is now often the case. There is also a great lack of suitable text-books of a scientific or technical nature written in Welsh. One such, the primer of Professor Tanner on the principles of agriculture was translated into Welsh many years ago by the aid of a sum contributed for the purpose by the late Mr. H. Parnall.

(4.) The technical lectures proper need to be supplemented by lectures of a more general character, as, *e.g.*, on the principles of hygiene (both as regards man and animals) and upon history, industries, and economic principles as applied to the circumstances of Wales. But the last mentioned are outside the subjects which the county councils are empowered to aid.

Lectures on Welsh history, for example, have been delivered by the college at many points in the district with commendable success in the past, but have now practically ceased owing to their exclusion from the subject which the local authorities may aid. This is a characteristic of Welsh working men (as of Welshmen generally) to need to be referred constantly to the wider relations of their everyday pursuits.

If a scheme of extension lectures could be arranged on a plan sufficiently practical or technical, on the one hand, and on the other sufficiently general in its subject and in their treatment to bring out their broader human interests they would probably answer a real need in the life of the labouring population. These conditions, together with full illustration by means of specimens, and the use of lantern slides, are necessary in order to bring the subjects really home to the audiences. Appended is a list of the districts visited up to the 26th October 1892, and the average attendance (*see* Agricultural Prospectus, pp. 33–35). Since the publication of this report the work of the department has increased very rapidly, and I often receive applications for lectures from remote villages in the seven counties.

For the *women* engaged on Welsh farms (whether as members of the farmer's family or as servants) we have the travelling dairy schools, which are successfully working in the whole district affiliated to the college; and in Merionethshire cookery classes have been provided by the

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college in various centres fixed by the county council. We are looking forward to other counties also to take this matter up, as it is of great importance to the whole population, especially the working classes.

I remain, &c.
TOM PARRY.

D. Lleufer Thomas, Esq.,
Assistant Commissioner,
Royal Labour Commission.

LIST of LOCAL CENTRES for AGRICULTURAL LECTURES (not DAILY CENTRES).

(1.) CARMARTHENSHIRE: St. Clears, Whitland, Llanboidy, Conwil, Kidwelly, Pembrey, Llangennech, Cwmamman, Llangadock, Llandovery, Llansawel, Golden Grove, Llandeilo, Carmarthen, Newcastle Emlyn, Llangeler (and 10 centres for dairying).

(2.) MERIONETHSHIRE: Corwen, Llandderfel, Trawsfynydd, Llwyngwril, Penrhyndeudraeth, Dinas-Mawddwy (and nine centres for dairying).

(3.) PEMBROKESHIRE: Pembroke, Manorbier, Narberth, Herbranstone, St. David's, Groesgoch, Fishguard, Newport, Eglwyswrw, Maenclochog, Clarbeston Road, Glandwr (and eight centres for dairying).

(4.) CARDIGANSHIRE: Tregaron, Llanybyther, Cardigan, Aberystwyth (and eight centres for dairying).

(5.) MONTGOMERYSHIRE: Llandinam and Cemmaes (and two centres for dairying).

(6.) RADNORSHIRE: Six centres for dairying.

(7.) BRECONSHIRE: Talgarth, Talybont, Ystradgynlais, and Cwmtaf (and five centres for dairying).

(*d.*) EXTRACT from Letter by W. FORRESTER ADDIE, Esq., on "AGRICULTURAL EDUCATION."

Estate Office, Powis Castle,
Welshpool,
9th March 1893.

MY DEAR SIR,

* * * * *

(After referring to a scheme for developing the existing dairy schools in North Wales, Mr. Addie continues:—)

As part of the same organisation, however, I should like to see forestry, horticulture, gardening, hedging, ditching, ploughing, indeed every branch connected with agriculture and rural life, properly taught. At present you will find in each district one or two good farmers, and it is with them you will see the best men, but, as a rule, the best method of how to do and the reason why it is done is absent in the labourers, and with them it is merely a question of work without that proper interest being taken in the work which is necessary to its success. How is this to be accomplished?

Well, I would develop such a college or centre as Bangor, attaching to the college a farm with teachers and every agency for carrying out completely what I have ventured to suggest above. But I do not think this would be sufficient, as such a centre would not reach the remote, or indeed very few, of the country districts. I would, therefore, attach to each of the National schools evening classes, so that the sons and daughters of the farmers and labourers could attend, be taught some of the above branches, and have attached to each school 2 or 3 acres of land for experimental purposes.

In addition to this, peripatetic teaching (dairy work especially) would be necessary, but I would make this secondary work with a view of leading up to the higher school or centre.

The National School Agency would also form good adjuncts for the college. But I also look upon as of very great importance the giving of prizes to the best milker, ploughman, ditcher, hedger, &c., &c., *recognising this as educational work*, and do it through the agency of the National schools (a local committee may be necessary); still, I would do it through the schools, to stamp it with importance and associate it with the educational work which might be carried on there.

The land attached to the schools would not be sufficient, but it would be an easy matter to arrange for all this on an adjoining farm.

Scholarships are to be given by the intermediate schools, why not scholarships in agriculture in the shape of prizes, as sketched above? The men would like it, it would help them, and be of the greatest benefit to the districts.

Agricultural societies do not promote this work, indeed they are the last associations I would suggest as being likely to carry such out.

Although very great progress has been made during the last 10 years, still the greatest ignorance prevails as to the best manures, seeds, and their proper application to varying soils. The college ought to undertake this, and in addition send competent men to convenient centres on fair or market days to confer with anyone seeking his assistance.

The labourer ought to be a great deal more interested in all this than he is, and if he were he would more intelligently pursue his work and improve his position.

As some very small contribution to the experiment two years ago, with Lord Powis's concurrence, I had attached to the Pool Quay School 3 or 4 acres of land (the schoolmaster being a capital man and having made himself competent at my suggestion through the agency of the Bangor College); an evening class was formed, it was attended by farmers, their sons, and a good proportion of labourers, and the result has been most gratifying. One labourer, now head woodman on a part of this estate, attended, passed the examination, and he would rather astonish probably better educated people with the extent of his agricultural knowledge.

I am greatly averse, however, to attendance at these centres, merely to pass examinations and get certificates. Everything should be made as practical as possible.

Where are the funds to come from? From the same source as that given to the intermediate schools.

To my mind the introduction of these schools broadcast over Wales is a complete waste of money. In populous centres they may be necessary, but to suppose that they are wanted or likely to touch and benefit in any large degree the rural districts is not sensible. Two or three clever boys may attend them, though in most parts of Wales it is ridiculous to suppose farmers, and only small ones, can send their children to intermediate schools, but even if they could, I say the tendency of such an education is to take away rather than retain them on the land, the main point, however, being that such schools utterly neglect the labourers and poor people.

Instead of devoting any of the local taxation grant to intermediate schools, I think all the money, at any rate in such a county as this (Montgomeryshire), typical of most others in Wales, should have been given to forwarding an education such as I have, I fear very feebly, shadowed above.

* * * * *

Believe me, &c.,
W. FORRESTER ADDIE.

D. Lleufer Thomas, Esq.

APPENDIX D.

THE EISTEDDFOD AND THE SUNDAY SCHOOL.

Properly speaking, the term Eisteddfod applies only to the national musical and literary congress held in North and South Wales in alternate years. But local gatherings on the same principle as the national institution are held every year in almost every town and village throught the principality. Their chief features are competitions in vocal music, in prose and verse compositions, in recitations, and occasionally in works of art. It is impossible to over-estimate their civilising and educational influence on the working classes, who may be said to have centred their national recreation in literature and in musical competition. "I am inclined to think," says Dr. Jessop, in speaking of Norfolk and Suffolk, in 'Arcady' (p. xv.), "that the rapidly-growing taste for music among "the rustics will prove in another generation a mighty lever "to civilise and raise them." The author then suggests the possibility of organising parish choirs, and preparing them for periodical contests, when prizes shall be given for precision in instrumental performances and excellence in part singing. And this is exactly what the Eisteddfod has been doing for Wales for nearly a century. The competitive element has, apparently, a curious attraction for the mind of the Welsh labourer, for, while he is enthusiastically devoted to the Eisteddfod, he takes but

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THE AGRICULTURAL LABOURER.

little interest in a non-competitive concert, or, even though he is religiously inclined, in a festival for congregational singing. Winter evenings are very generally spent in musical training, or in otherwise preparing for these competitions, and such exercises fill a great gap in the rural life of Wales, where village institutes and public reading-rooms have not yet been established, and where the popular taste does not run after cricket and football, or even after volunteering.

There are numerous instances of agricultural labourers and others in equally humble positions who have under the stimulating influence of the Eisteddfod acquired not only a taste for the best musical and literary productions, but also a genuine culture far beyond anything that is usually possessed in other parts of the kingdom by men who are engaged in manual labour. To apply the words of the late Mr. Mathew Arnold: "An Eisteddfod is, no "doubt, a kind of an Olympic meeting, and that the "common people of Wales should care for such a thing "shows something Greek in them, something spiritual, "something humane, something (I am afraid one must "add) which in the English common people is not to be "found."

Could not Dr. Jessop's suggestion be carried out, and the Eisteddfod, in a modified form perhaps, be introduced into rural England?

Another institution, possessing even a greater influence than the Eisteddfod, is the Sunday school, which differs from the English Sunday school, as it is hardly anything less in Wales than the whole church or congregation constituting itself into a teaching body. Mr. Owen Edwards, Lecturer in Modern History at Lincoln College, Oxford, has recently pointed out this difference in words which are equally applicable to any other part of Welsh Wales: "Should the visitor desire to know why, in spite of every "disadvantage, Wales has a more flourishing literature than "any country of its size, let him enter a Welsh Sunday "school at Bala. The townspeople are all there, from the "child who begins to lisp the alphabet to the white-haired "old theologian of ninety, all enthusiastic students. The "secular education which has been given to Wales hitherto "has been comparatively inefficient and useless, being given "to Welsh speaking children in indifferent English; but "the Sunday schools, with their gifted teachers and perfect "organisation have made the Welsh nation a nation of "students." ("Welsh Pictures," pp. 133, 4.)

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Preparation for the Sunday lesson occupies the best part of many a labourer's week-day evenings, while as to indoor servants, their employers, where necessary, bring pressure on them to enforce their attendance at the chapel school, or where in rural districts the chapel is two remote the school is held alternately at different farm-houses.

A short time ago Mr. Edwards, who also edits a monthly magazine called "Cymru," placed farm labourers comparatively high in a classified list of those by whom that magazine was being most extensively read, the quarrymen, of course, occupying the premier position. When it is remembered that a large part of the periodical literature of Wales is the product of its working classes, it may be interesting to know that there are at the present time at least 20 weekly newspapers published in Welsh with about the same number of English newspapers containing Welsh matter, while the periodicals, ranging in price from 1*d.* to 1*s.*, number 29.

APPENDIX E.

The RATE of ILLEGITIMACY in different DISTRICTS compared.

(*a.*) TABLE showing the number of illegitimates for each 1,000 births, in the following registration districts of England Wales during periods mentioned below.

Name of Registration District.	County.	Annual Average 1884–1888 (5 years).	1842.
Longtown	Cumberland	177	172
Alston	"	152	125
Clun	Shropshire	122	109
Rhayader	Radnor	121	145
Brampton	Cumberland	117	172
*Pwllheli	Carnarvonshire	114	76
*Llanfyllin	Montgomeryshire	103	80
Church Stretton	Shropshire	98	109
Downham	Norfolk	96	86
Docking	"	96	104
Bromyard	Hereford	96	125
Machynlleth	Montgomeryshire	93	80
*Anglesey	Anglesey	89	78
Newtown	Montgomeryshire	95	103
Walsingham	Norfolk	83	104
All England		47	67

* Inquiries were held by me in the districts marked with an asterisk.

(*b.*) The number of illegitimates for each 1,000 births during the 10 years 1879–1888 in Wales and some of the border counties.

Monmouth	42	Westmoreland	70
Gloucester	45	Cumberland	76
SOUTH WALES	45	Hereford	76
Cheshire	52	Shropshire	82
NORTH WALES	69	ALL ENGLAND	48

These statistics are taken from "Illegitimacy, &c." by Dr. Albert Leffingwell (Social Science Series). It is also mentioned in the same work (p. 35) as an illustration of the recurrence of these phenomena in secluded districts that the rate of illegitimacy in the parish of Llanfihangel y traethau in Merioneth during five years (1884–1888) was almost exactly 133 per thousand, or three times that of England; this means that about one in every seven of the children born was illegitimate.

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ROYAL COMMISSION ON LABOUR.

THE AGRICULTURAL LABOURER.

WALES.

REPORT

BY

MR. D. LLEUFER THOMAS

(ASSISTANT COMMISSIONER)

UPON THE

POOR LAW UNION OF BRIDGEND AND COWBRIDGE

(GLAMORGANSHIRE).

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THE AGRICULTURAL LABOURER.

To GEOFFREY DRAGE, ESQ., Secretary,
Royal Commission on Labour.

2, Brick Court, Temple, E.C.,
May 27, 1892.

SIR,

District defined.

1. I have the honour of submitting to you my report upon the condition of the agricultural labourer in the Bridgend and Cowbridge Union (Glamorganshire), which, in accordance with my instructions, I made the field of my inquiry during portions of the months of April and May.

The agricultural area here referred to is popularly known as "the Vale of Glamorgan," though in fact it is not a vale at all. When strictly applied the name refers to a more limited district lying to the east of a line drawn from Cowbridge to St. Donats, but for the purposes of this report it will be convenient to use the expression "Vale of Glamorgan" for all the larger area that extends from Pyle or Porthcawl on the west, to Cardiff on the east, lying almost entirely to the south of the Great Western main line which runs between those points, and in fact comprising all the district to the south of the county wherein agriculture forms the chief occupation of the inhabitants.

Geological and physical features.

2. Geologically the district is mainly composed of the Lias formation, and of some tracts of mountain limestone. The country is fairly level, excepting some rather high ground in the parishes of St. Bride's Major and St. Mary Hill. The south-west winds blowing landwards from the Atlantic appear to be unfavourable to the growth of trees, for all the specimens found in the flat and open part of the country are stunted in size and distorted in shape. Among other causes the flat contour of the ground renders the district peculiarly dry: the water supply is almost everywhere unreliable in the summer, while in many places it is an every day necessity to have to carry water for a distance of from half a mile to a mile. The rainfall, too, is relatively low, the amount registered in the vale during 1890 being 27·13 inches as compared with 70·97 inches at Pontypridd for the same period.

Soil.

3. The land throughout the Vale has an appearance of extreme fertility, so much so that it is popularly known as the Garden of Wales.

The soil is mostly of an arable character. At the present day probably a little less than two-thirds of it is cultivated as arable land, while a little over one-third is kept in pasture, but whether this estimate of the proportion be fractionally accurate or not, one thing at least is certain, namely, that formerly, even within recent years, the proportion of arable to pasture was much greater than at present. There has been a very general tendency, especially on the larger sized farms, to lay down to pasture, partly owing to the reduction in the price of corn, and partly owing to the growing scarcity of labourers to do the work of cultivation.

Agriculture.

4. These conditions of climate and soil are factors which have a share in determining the nature of the farming pursued in the district. Broadly speaking, mixed farming of dairying and tillage prevails in the northern portion; here the farms are comparatively small, and the farmers and their families take an active part in all manual work, and frequently do not rely on hired labour at all. From these small farms regular supplies of butter, eggs, and poultry, and sometimes garden produce, are sent to Pontypridd Market (for the Rhondda Valley), but the larger farmers are never known to do anything of the kind, even their dairying being limited to the actual requirements of the household, while cattle-feeding and corn-growing is being mostly relied upon by them.

In the drier parishes, along the sea-coast, sheep-grazing predominates.

Ownership of land.

5. The ownership of land in the district may be said to be divided among a somewhat large number of persons as may be seen by reference to the "Return of Owners of Land." There are several small but fairly consolidated estates, owned as a rule by resident landlords, who generally endeavour to improve the character of buildings, whether labourers' cottages or farmhouses, and take an active interest in the work of agricultural societies and kindred institutions. On the other hand, there are also scattered members, so to speak, of large estates which generally suffer through the non-residence of the owner, and sometimes even for the want of a local agent. In such cases buildings are often not so promptly repaired as they ought to be, and when cottages are held by the labourer directly of a non-resident landlord, they are usually in a very bad condition. There is also a third class of owner, whose management of his property is perhaps least satisfactory of all. In this part of the country he is represented by the successful tradesman or retired publican, who, having made his "pile" in the mining district, pays a fancy price for a farm at a public sale, and though he may at first be content to lose some money by the transaction, provided he gratifies his longing for territorial dignity, still he eventually recoups himself by raising the rent, and possibly throwing the burden of all repairs upon the tenant. In some few cases our typical tradesman, on retiring from business, may himself occupy and cultivate the land he has thus bought, especially if his earlier days have been spent on a farm.

Excepting such cases of amateur farmers, the yeoman has entirely disappeared from this part of the country. In the words of Councillor Howell, of Penycoed—himself the solitary survivor of this class in his own parish—"Very "few farms are now owned by their occupiers; it was "quite the reverse when I was brought up. I could then "point out in my own parish about 30 who lived on their "own farms."

Mr. Henry Randall, who has acted for very many years as agent for Earl Dunraven's estate, said: "In the first "half of this century a great number of small freeholders "were bought up everywhere in Glamorganshire, particularly to consolidate the Margam and Dunraven estates."

As some evidence of the present rarity of yeomen in this part of Glamorganshire, I may say that, though I talked to scores of farmers during my visit, I do not remember a single one beside the witness quoted above—Councillor Howell—as cultivating the farm he owned.

Size of farms.

6. As to the size of farms, I was everywhere told that there had been within the last 20 or 30 years a considerable amalgamation of small holdings, and their replacement by larger farms. Landowners, and particularly their agents, seemed to favour the practice, but the smaller farmers and the labourers strongly disapproved of it, as in their opinion the smaller farms were better cultivated, and more hired labour was employed on them as compared with large farms, in proportion to the acreage, over and above the amount of work done by the small farmers themselves and the members of their families. This amalgamation was complained of as a grievance at Llancarvan (where most of the land belongs to Jesus College, Oxford, and to the Ecclesiastical Commissioners) at Newton Nottage, Llantwit Major, and St. Bride's Major. As to the state of things at the commencement of this century, we have an interesting account in "A General View of the Agriculture of South Wales," prepared for the Board of Agriculture in 1814. Speaking of South Wales generally, the compilers say, "We heard but of two gentlemen who occupied upwards "of 1,400 acres, one in Cardiganshire and the other in "Pembrokeshire [both probably being large mountain "sheep-walks]. Notwithstanding the prevailing outcry "against consolidating farms into one holding, instances "occur of the practice becoming retrograde. Boverton, a "farm of 800 acres of excellent level land in the Vale of "Glamorgan, and Beaupre, about 600 acres, nearly adjoining, have lately been subdivided into several holdings." [Boverton is at present one holding once more.] "Next "to the farms of the above extraordinary size, there are "a few from 800 to 600 acres. From 500 to 300 they "become numerous and from 200 to 100 acres still more "so. The general run of the smaller farms is from 30 to "100 acres; the average of the whole district may be "between 50 and 60 acres." (Vol. I., p. 162.)

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Cultivation.

7. So far as I was able to form an opinion of my own, in driving through the country, I came to the conclusion that the land generally was in a high state of cultivation, but there was too little regard paid to neatness, either about the farmyards or in the general appearance of the holdings as seen in the preservation of hedges and ditches. However, both farmers and labourers were of opinion that there was more or less land suffering from insufficient cultivation. Mr. John Lewis, of Brigan Farm, who has a large experience as a land valuer, said, "I have not the "slightest doubt that there is a great deal of land un- "cultivated or not perfectly cultivated for want of suffi- "cient labour in my district (Llansannor parish)."

Speaking of the remoter parishes of Llantwit Major, Llanmaes, Llandough, &c., Mr. W. Jenkins, of Llanmihangel Farm, said, "There is land in some parishes in my "neighbourhood which is not cultivated, not because of "the lack of labour, but owing to other causes, probably "owing to game."

The labourers were more definite in specifying in what respects the land suffered. "No weeding" or "couching" is now done as it used to be, said an old labourer in Llantwit Major, "and there is scarcely a new bank in the "whole of the parish made within the last 10 years." There is also too often a tendency among many farmers to vary the usual rotation of crops (*e.g.*, roots, cereals, seeds, cereals, then roots and so on again) by taking two or sometimes three successive crops of seed-hay, owing to the fact that less labour is so required. This is, however, condemned as impoverishing the soil; still the practice is too common, especially as seed-hay can be freely sold, whereas a tenant is often prohibited by his agreement from selling meadow-hay off his farm. A few notorious instances of good land being utterly neglected were, however, observed by me, such as that of a plot of land about 40 acres belonging to the Ecclesiastical Commissioners and lying on the left of the road from Cowbridge to Bonvilestone. Now it is covered with gorse, but is undoubtedly capable of the same high cultivation as the adjoining land. The same may be said, though perhaps in a less degree, of Stalling Down and Ruthin Commons, both large commons lying near Cowbridge. As another instance, I was told of a farm of 350 acres where only one servant and no labourer was employed. (Other instances of commonable land are given under St. Mary Hill and St. Bride's Major, Appendix A.)

Scarcity of labourers.

8. The chief reasons for the neglect of cultivable land are the comparative high wages and still more the scarcity of labour. The scarcity arises from the steady migration of labourers into the mining districts. This may be illustrated by reference to the low birth-rate in the agricultural as compared with that in the mining area. Up to September 1887 the Bridgend and Cowbridge Union was composed of three registration sub-districts. (1.) *Maesteg*, almost entirely a colliery district with an estimated population of 20,778; (2.) *Cowbridge*, with a population in 1891 of 7,434, of which about 1,000 would be engaged in coal-mining and iron and tin works; and (3.) *Bridgend*, with a population (in 1891) of 16,297, of which about 4,600 would depend upon mineral industries. The annual average of the birth and death-rate from 1883 to 1889 was as follows:—

Name of District.	Rate per 1,000 of the Population.	
	Births.	Deaths.
Maesteg - - -	40·0	20·6
Cowbridge - - -	27·4	18·1
Bridgend - - -	33·0	20·1

A similar examination of the returns of births for a greater number of years shows that the birth-rate is uniformly much lower in the agricultural than in the mining district, so as to inevitably lead one to the conclusion that the young people and those who are about settling down to married life, migrate to the works, leaving behind them the unmarried and the elderly folk. As I will point out later on, the scarcity of cottages ranks first in some districts among the causes of this migration. I think it more convenient to relegate to an appendix (Appendix C.) the census returns for the district, as they will soon be accessible to all in a published form.

Pauperism in the district.

9. Owing to the stricter administration of the poor laws, and the general extension of benefit societies, pauperism has greatly decreased, being last year (1891) below the average for England and Wales. The per-centage of pauperism on the population on the 25th of March in each of the last four years has been as follows:—

—	Bridgend and Cowbridge Union.	England and Wales.
1888 - - - -	3·2	3·0
1889 - - - -	3·3	2·9
1890 - - - -	3·1	2·8
1891 - - - -	2·1	2·3

The following analysis will further illustrate this decrease:—

—	Number of Paupers relieved 1888-1891.			Amount expended during Year ending Lady Day.			Rate in the £ on Rateable Value of the Maintenance and Out-Relief.
	Indoor.	Outdoor.	Total.	Maintenance.	Out-Relief.	Total.	
							d.
25th March 1888 -	128	1,140	1,268	1,000	5,679	6,679	—
„ 1889 -	121	1,166	1,287	1,052	6,036	7,088	7½
„ 1890 -	121	1,094	1,215	1,152	5,984	7,136	—
„ 1891 -	113	997	1,110	1,151	5,469	6,620	6

Mr. William John, the returning officer for the Cowbridge district, has furnished me with a few facts as to the amount of relief now granted as compared with former years. In Llanblethian parish in 1874 there were 31 cases relieved, total paid 8*l.* 5*s.* 6*d.*; for the corresponding week in 1892, 2*l.* was paid in 11 cases. In Llantwit Major in 1873, 11*l.* 15*s.* 0*d.* was paid per week in 57 cases, as compared with 3*l.* 2*s.* 0*d.* paid this year in 15 cases. In Cowbridge 4*l.* 17*s.* 6*d.* was paid in 26 cases in 1873, as compared with 29*s.* 6*d.* paid in the corresponding week this year. From a cursory examination of his books, I could see that these instances were in every way representative of all other parishes. The officer also stated that there was a growing disinclination to apply for relief as compared with former times, benefit societies are also encouraged by the guardians in so far that they deal more generously towards men who belong to such societies. Life insurance has increased very largely among the labourers within the last 10 years, so that it is a rare thing for the union to have to bury a pauper nowadays.

Mode of proceeding adopted.

10. Before proceeding to report in detail upon the facts which I collected as bearing upon the several points defined in the syllabus of my inquiry, it may be desirable to refer briefly to the method which I pursued in obtaining evidence. I commenced my inquiry in the district by holding, after due advertisement in the local papers, two public meetings at Cowbridge on Tuesday, the 26th of April, one at 2 p.m. and the other at 6 p.m. I selected the day in question as the market day for the district, and as being a day on which the secretary of the Cowbridge Farmers' Club had convened a meeting of members for some formal business. Both these circumstances secured for me a fair attendance of farmers, but not even at the evening meeting did any labourers appear. After this I visited most of the villages, seeing the farmers and inspecting the cottages and gardens in the daytime, and engaging myself in conversation with the labourers in the evenings. At four of the villages—Llantwit Major, St. Atham, Llancarvan, and St. Bride's Major, I held evening meetings for labourers only, and was greatly assisted by having the

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meetings announced on the preceding Sunday at all the chapels within easy distance. I take this opportunity of expressing my indebtedness to the officials of the chapels in question for contributing so largely to the success of my inquiry by the publicity they thus afforded it. I also received much valuable assistance from the secretaries of benefit societies, schoolmasters, and overseers of parishes. At Llancarvan I attended the anniversary of the local benefit society, on which day the annual pleasure fair of the district was also held. This gave me the only opportunity which I had during the whole of my inquiry of seeing a large number of servant girls, several of whom I found had come over to the district from Wiltshire.

I. Supply of Labour.

Supply of labour.

11. There is at present hardly a district in the whole of the Vale of Glamorgan where the farmers do not complain, in varying degrees, of the scarcity of labour. In parishes to the north of the towns of Bridgend and Cowbridge, where railway communication is everywhere accessible, the scarcity commenced as far back as 1875–6, coincident with a considerable development in the coalfields of the Rhondda Valley. About that period a large number of labourers from different parts of England, particularly Wilts, Somerset, and Devon, came to the district, and have since been the means of introducing others, so that at present the hired labourers for the farms are drafted almost entirely from England. Since 1876 the migration of native Welsh labourers from the northern part of the vale into the mineral district has been steadily going on, and for the last eight or ten years the scarcity has been very acutely felt. Latterly some of the farmers have resorted to advertising in Somerset, Hereford, and other English papers for servants and labourers, while others have brought batches of men down from Cirencester fairs. As the newcomers would at first be engaged at lower wages, this practice has been much resented by the native (Welsh) labourers, and has tended to diminish the numbers of the residue by sending more of them off to the "works."

In the southern half of the Vale—along the seaboard—there has been a plentiful supply until within the last four or five years. The growth of Cardiff, the phenomenal development of Barry Dock, as well as the recent construction of a railway (not yet opened) from Cowbridge to Aberthaw, has attracted men from farmwork to other occupations in the south-eastern half of the district, *e.g.*, Porthkerry, Wenvoe, and Llancarvan. This is not to be wondered at when men can earn 5*s.* or 6*s.* a day at the collieries, and get 4½*d.* and 5*d.* an hour even as mason's labourers. At Llantwit Major and the adjoining parishes, which are more remote from railway communication, there were enough labourers until about two years ago, when a scarcity of cottages arose owing to the demolition of a large number for the purpose of enlarging the grounds of a private resident in the village. At Newton Nottage, owing to the readiness of men who follow other occupations to help the farmers in haytime and harvest, there is no complaint of scarcity, in which respect the parish holds a unique position in the Vale.

For the last 15 years and more, it has been a matter of much greater difficulty to obtain the services of women even for domestic purposes, while with one or two exceptions (see Newton Nottage in Appendix A.), none are now employed in fieldwork in the district. The hiring fairs of Neath and Brecon are often attended by farmers from every part of the Vale for the purpose of engaging maids, while some few advertise for girls in English papers. Twenty years ago sheep milking was almost universal in the Vale, while now it survives only in the remoter districts along the seacoast, and year by year there are farmers who have to abandon the practice owing to their failure to get women to do the work.

Formerly the resident staff of labourers in the district used to be largely reinforced at haytime and harvest by men from the western counties of Carmarthen and Pembroke, as well as by Irishmen and labourers from England. The first-mentioned almost invariably returned home at the end of the harvest, the others sometimes stayed on altogether. Now this migration has almost entirely ceased. Those who do visit the "Vale" now are unskilled "tramps" rather than *bonâ fide* labourers. It is not unusual, however, for some of those who have removed to the hills to return to their native district for a month or so in the summer and assist in harvesting. These are generally skilled men, who had acquired a taste for farming before their migration, though there are some very useless and unskilled men also attracted by the generous allowance of beer. Some of the inmates of the workhouses go out regularly for a portion of the summer, during which time they generally sleep in barns and other outhouses, with the result that when they return to the workhouse in the autumn they are often in an indescribably filthy state.

B.-I. Bridgend and Cowbridge.

12. It is generally admitted both by the employers and the employed that the labourers of the present day are not so skilled and efficient as their predecessors. This is attributed by the farmers to the men's lack of interest in farmwork, owing to the fact that they often look forward to going off to the works at some period or other. "They "do not stay long enough in the same place," was one explanation. "Men and boys nowadays prefer change of "place and of labour." The labourers, however, complain that the younger men do not now get the same opportunities as formerly of learning work that requires special skill. "There is no time to learn how to do things well; the farmers look to the quantity instead of the quality of the work." Thus, to give one instance, hardly a tithe of the hedging and ditching which was customary 30 years ago is now done. In fact the days of neat farming in the district appear to be past. The best and most skilled labourers are undoubtedly those who have little holdings of their own—some 10 or 20 acres; of them Councillor Howell, of Pencoed, said, "There are none so comfortable "as those who have 10 or 12 acres, and who work on "farms as well; these show no tendency to migrate." It is also significant that the prize-winners at ploughing matches are generally the sons of small farmers—just those persons who can take the time to learn how to plough well. In addition to better educational facilities, it was considered that the general introduction of machinery for almost all farmwork had, however, tended to quicken the intelligence of the labourers, by requiring them to understand and follow the working of different machines. Judging by the clear and explicit manner in which many of them described their condition, and answered my questions at meetings, I should say that the labourers as a class have attained to a considerably high standard of intelligence.

Comparative efficiency of labourers.

II. Conditions of Engagement.

13. Two methods of hiring labour exist side by side throughout the Vale:—

Two kinds of hiring:—1. Yearly, for farm servants.

I. The engagement of farm servants who live, and are boarded, at the farmhouse, and in many respects are regarded as members of the family is by a yearly hiring. The men so engaged have no families of their own, being invariably young and unmarried. This is the system followed by all the smaller farmers, and in fact there are very few even of the largest farmers who do not keep two or three farm servants at the house who act as stockmen and carters, while their ordinary labourers live in cottages. The usual hiring time for this class of servants is at the commencement of May. Some few, however, have two hirings, one in May and the other in November, while in the Barry district (*e.g.*, Wenvoe and adjoining parishes) the engagement has been a weekly one even for indoor servants for the last three or four years.

2. Weekly, for permanent labourers.

II. The other system is that of engaging labourers who live in cottages, apart from the farmhouse, and who also generally provide their own food. These are engaged either by the week or are day labourers. In the first case even when the employment is and has long been permanent, still the engagement is a weekly one. Those who are engaged by the day are of two classes: (I.) Men skilled in special departments of work; they are in great demand, and are generally paid a higher wage than the ordinary weekly labourer, and scarcely ever lose a day. (II.) Men who do not care to settle down to regular work, but prefer to be free to take a day off now and then, or who rely upon picking up odd jobs in the villages; of this type are the men who follow the hired threshing machines from farm to farm. They are liable to lose a great number of days in wet seasons, and if the threshing finishes at midday or earlier, or if the day turns out wet, they are turned off at once, and are not provided other work to fill up the remainder of the day, which is consequently lost. These men form perhaps the only class of labourers who complain of the occasional insufficiency of work.

Hours of work

14. The general tendency of the evidence I received was to show that within recent years there had been in most districts a shortening of the day's work by about half an hour in the morning, and, in the case of farm servants, about the same amount in the evening as well. The replies which I received under this head may be tabulated as follows:—

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B.-I. Bridgend and Cowbridge.

I.—Carters.

—	Summer. From	Summer. To	Winter. From	Winter. To	Remarks.
Sully	5.30	6	5.30	8	2 hours allowed for meals.
Llantwit Major	5.30	—	7.30	7.30	
St. Mary Hill	6	7	—	—	Cowmen from 6 to 6.
Llansannor and Welsh St. Donat's	6	5	7	7	1 or 1½ hours allowed for meals.
Llancarvan and Penmark	6	7 or 7.30	—	—	Applies to servant men boarded in farm only.

II.—Ordinary Labourers.

Sully	7	6	7	6	
Llantwit Major	7	6	7	5	
St. Mary Hill	7	7	8	5	1 hour allowed for dinner.
Ystradowen	7	6	Daylight	Dark	
Pyle	6.30	6	,,	,,	1½ hours allowed for meals.
St. Bride's Major (Earl of Dunraven's estate)	6	6	,,	,,	2 hours allowed for meals.

At Llantwit Major the church bell is rung every evening at 8 p.m. from Michaelmas to the 25th of March, and it used to be recognised as the signal for the carters to leave the stables. Now, however, they generally leave about half an hour before the curfew is rung.

A rivalry as to who should have the smartest team, as well as a love for the horses, often induces horse-keepers to stay later than they are actually required to by their employers. During haytime and harvest all work later than the hours specified above. About one third of the labourers employed on a farm would be required for Sunday work in the winter time, the time varying from two to four hours. In the summer not more than one fourth would be so engaged. These would generally be the indoor farm servants who are horse-keepers, &c., and not the ordinary labourers.

III. Wages and Earnings.

The advance in wages:

15. The circumstances that first caused a scarcity of labour to be felt in the district about 1875 and after, have also undoubtedly operated by way of sending up the wages of the available men. It may be interesting to notice how small was the change in wages during the greater part of the century, and within what limits of time there has been an advance recently. After stating that labourers

in 1814; in the western counties of South Wales in 1814 were paid at the rate of 6*d.* per day (with cottage rent free), but had 1*s.* a day during the harvest, the author of the "General "View of Agriculture in South Wales," which I have already quoted, goes on to say, "In the eastern counties "(of Glamorgan and Monmouth) an earlier attention to "improvements in agriculture, and more than that, the "opening of very extensive collieries and ironworks caused "a rapid advance in the price of labour, which varies "according to circumstances from 8*s.* to 10*s.* a week in "winter, and from 9*s.* to 12*s.* a week in summer; on "emergencies 15*s.* a week, and during harvest occasion-"ally from 2*s.* 6*d.* to 3*s.* and 4*s.* per day with victuals. "West of Ogmore we found 10*s.* a week given all the "year round, and wheat for the labourers' use at 8*s.* a "bushel, which, compared with the market price, advanced "the wages to about 13*s.* a week."

in 1870; Writing more than 50 years after, the Hon. E. B. Portman, in his report as Assistant Commissioner under the Commission on the Employment of Children, &c., states of the Vale of Glamorgan:—

"The wages in this portion of my district are high, 12*s.* a week appears to be the lowest pay for an ordinary agricultural labourer. Mr. Akers, a large farmer, and Mr. Goddard, a land agent, put the wages at 12*s.* to 15*s.* and 16*s.* a week. . . . The Rev. Parry Thomas states that the wages vary in winter and summer, being 10*s.* to 12*s.* a week in the former, and 12*s.* to 15*s.* in the latter season, and in some cases with wheat at a fixed price. . . . At Bridgend wages were said to be 12*s.* a week for ordinary labourers, though another said they were 15*s.*"

in 1881; By 1881, when Mr. Doyle reported to the Royal Commission on Agriculture (*see* Appendix to Mr. Doyle's Report, p. 43), wages were said to have gone up from 12*s.* to 15*s.* within the previous 10 or 15 years, and the labourers were said to be better off from 20 to 25 per cent.

in 1892. At the present time the average wage for ordinary labourers engaged by the week throughout most of the district was stated to be 16*s.* a week, with cottage and garden rent free, or 17*s.* a week if no cottage be included. Food during the harvest, estimated at one month yearly, and on threshing days, is generally included except on the largest farms, and most farms also add a free, and sometimes unlimited, supply of beer on both occasions. If the garden attached to the cottage is small, sufficient ground to grow potatoes for the use of the labourer's family is usually granted, and the soil prepared free of charge. In the large parish of Llantwit Major and the adjoining district the wages average only about 15*s.* a week with cottage, and the same allowance of food and drink as above. At St. Bride's Major also 15*s.* is what most of the farmers pay, but the labourers on the Dunraven Home Farm and estate in the same parish get 18*s.* a week, but without any privileges. It should be mentioned that the Earl of Dunraven's agent experiences no difficulty in getting plenty of labourers on the above terms, while the farmers who go in for somewhat longer hours, and whose employment is not of so permanent a nature, are often at their wit's ends for a man. A specially skilled labourer, who does not work regularly on the same farm, almost everywhere, including Llantwit Major, is paid at the rate of 18*s.* a week, *i.e.*, 3*s.* a day.

Perquisites. 16. The tendency of custom in the district is in the direction of making the payment entirely in money, and so do away with the few "privileges" that have hitherto survived. The only general privileges at the present time are: (1) Food at harvest time; and (2) Potato ground in a field on the farm, sometimes, however, charged for at the rate of 1*s.* a perch. Formerly there used to be the following as well: (1) Haulage of coal; (2) Right of buying butter at 1*s.* a lb., cheese at 6*d.* a lb., and wheat at a fixed price. This did not always prove of advantage to the labourer, as he had to pay the price fixed upon when the commodity purchased was below as well as above par; (3) Pig runs were also not unfrequent, but are now very rare, as the keeping of pigs is being discountenanced by many of the farmers, while many of the older pigstyes have been condemned as being too near the dwelling-house; (4) Gleaning or "leesing" was commonly practised by women and children up to 10 or 15 years, but it has entirely ceased owing to the fact that the "self-binders" now used leave next to nothing on the fields to be gleaned.

There are, however, a few scattered instances, more especially on the larger farms, of allowances, which it is too difficult to bring into any general statement. The carters get 6*d.* each when they go on a journey off the farm; cowmen get 1*s.* for each Sunday in winter. Shepherds, of whom there are very few in the district, get 1*l.* or 2*l.* extra during the lambing season. But it should be remembered that it is only on a few of the largest farms that these distinctions are made in the work, and consequently also to some extent in the pay. For it is a common complaint that practically no distinction is made between the pay of the skilled and unskilled, the efficient and inefficient men, and that in view of the small quantity of piece-work given, this has a tendency to cause the best labourers to go to the mineral district, where they are rewarded more in accordance with their skill and greater industry.

Casual or day labourers. 17. Casual or day labourers are paid 2*s.* 6*d.* a day, including their food, or 3*s.* 6*d.* on their own food; but, as

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already mentioned, a skilled man, such as a hedger or thatcher, if not doing piece-work, is generally paid 3*s.* with his food, or 4*s.* without, but it should be understood that there is an exceedingly small number of men who earn this higher wage.

Farm servants. Their wages in 1814.

18. As to farm servants who are boarded at the farmhouse, their condition as to wages was stated in 1814 as follows: "Servants wages have undergone a more "universal advance than the labour by the day or by "job-work." [And this appears to be true of the present day as well.] "Instead of being as previously from 5*l.* "to 7*l.* a year, now the average from 18 years old "and upwards may be twice that sum, or 14*l.*, though "most waggoners, undertakers of some care, &c., hire "for from 15 to 17 guineas, and some it is said have 20*l.* "a year, exclusive of meal, drink, lodging, and washing; "some farmers do not allow the latter perquisite when "wages run high." ("General View," &c., II., 289.) In 1870. In 1892. 1870 the wages were said to be from 14*l.* to 18*l.* At present they average from 22*l.* to 26*l.* a year, or (as the custom of expressing it as "so much per week" is on the increase) from about 8*s.* 6*d.* to 10*s.* per week. It was stated on all sides that the food provided had much improved within recent years, that there was little or no difference between the servants' table and that of the family on the smaller farms, though some of the larger farmers still continue to give their men very inferior food. In one instance, a labourer using, perhaps, a pardonable hyperbole, told me of cheese set before him which was "so hard as to "require a hatchet to cut it." Boys generally go out to service after they attain 13 years of age, and as a rule are paid about 52*s.* for their first year, from 5*l.* to 7*l.* for their second, from 7*l.* to 9*l.* for their third, and so on in proportion until they reach the higher wages.

In Wenvoe, which is not far from Cardiff and Barry, the servants have for the last three or four years forced a weekly instead of a yearly engagement, and it is seldom that they stay in the same place for more than six months. The wages are continually re-arranged according to the seasons of the year, and payments on account are often made two or three times a week, with the result that most of the wages are being spent as fast as they are earned.

Piece-work.

19. At the present time turnip-hoeing is about the only work that is put out to piece-work generally throughout the district. In Llantwit Major 6*s.* 6*d.* per acre is paid for the first hoeing, of which it was stated that a man could do from half to three quarters of an acre per day. One half the above amount is paid for the second hoeing. At Penmark and Llancarvan 7*s.* is paid, but until quite recently it used to be 6*s.* Similarly the payment for laying hedges had in the latter districts gone up within the last four or five years from 4*d.* or 5*d.* to 6*d.* per perch. A skilled labourer could in this way earn from 3*s.* to 4*s.* a day. It was only on one farm, the largest in the district, viz., Boverton Place, Llantwit Major (745 acres), that I found much piece-work given in addition to the different kinds of work mentioned above. Excepting general cultivation, such as ploughing, which is done by steam, the tenant in this instance, Mr. Rees Thomas, puts almost everything out to piece-work, and the result is that the work is done far more promptly than it could otherwise be accomplished. Instances of the prices paid may be interesting. For grass and corn cutting the employer supplies machinery and change of horses, and for the former work pays 8*d.*, and for the latter 9*d.* an acre. As much as 15 acres of hay could thus be mown in a day, as the men would work from 5 a.m. until dark. Raising corn in "shocks" (stacking) is paid for at the rate of 1*s.* per acre, or 5*s.* an acre for stacking, carrying it to the ricks, and unloading. Thatching from 4*d.* to 6*d.* per yard; making reeds for thatching, 3*s.* per hundred; and making bundles of loose straw, 1*s.* per hundred.

Women.

20. As to the wages of servant girls: they are engaged from 18 years of age onward at about 11*l.* or 12*l.* a year, though the maximum was placed in some districts at 14*l.*, but in such cases a certain amount of house-keeping and general management would also be expected. Girls, however, do not appear often to stay long enough on the farms so as to get the higher wages, but either get married young, turn to dressmaking, or go into domestic service in towns. In the words of a correspondent, "hard and "endless work is avoided (by the women), and such "is farmwork." In the district along the seacoast those married women who are still not unwilling to milk sheep, are paid in kind by being given the milk of their flock on Saturday night and Sunday morning. From the milk of a flock of about 40 sheep, a 6-lb. cheese can thus be made. A pound of butter a week and breakfast every morning is also generally added. The work is undoubtedly disagreeable; the paddock becomes very sultry, on which account most women do their morning milking between 4 and 6 o'clock. The sheep milking season lasts from the end of May till August. Women who go out charring and to do other general indoor work are paid about 1*s.* 3*d.* a day with their food. As, however, most of the labourers go home for their dinners, it is difficult for their wives to go out to work, apart from the fact that there is a disinclination to do so, as the labourer is now able to dispense with his wife's earnings. The only districts where women still go out to work in the fields are those of Newton Nottage (*see* Appendix A.), Pyle, and Laleston.

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IV. COTTAGE ACCOMMODATION.

Cottages grouped in villages.

21. One remarkable peculiarity of the south of Glamorgan as compared with the rest of Wales is that as a rule the farmhouses and the labourers' cottages in each parish or hamlet are grouped together in a village, while the land of the farms radiate out from that common centre. This is probably the result of the very complete and systematic development of the manorial system in the Vale, but the peculiarity owes its subsequent preservation perhaps to the fact that it provided the best protection against the frequent raids of the pirates that infested the coast. However, the numerous villages and the small area of the parishes in the south of Glamorgan speak of a considerable population in early times, and point to the fact that this part of the country must have long been a cultivated district. But at present one cannot proceed in any direction without noticing a large number of ruined cottages, which are not replaced to any appreciable extent by new or reconstructed dwellings. The introduction of labour-saving machinery enables the farmers to dispense with the services of many labourers; still the number of fallen cottages is far out of proportion to the economy effected by machinery. The result is that the cry of scarcity of cottage accommodation is almost universal, irrespective of the question of the condition of the existing ones. Two classes of cottages have particularly suffered in this way: (1.) Those owned by the labourers themselves, originally built perhaps on an encroachment, but owing to the want of capital on the part of the owners, allowed to go unrepaired, and particularly unthatched, when straw would be dear. These are not numerous, except in the parishes of Wick and St. Bride's Major. (2.) Cottages let along with farms and then sublet to the labourers. In this case the farmers would not urge the landlord to repair them when that was needed, as they would have to bear a part of the expense, such as provide straw, while the landlord or his agent would have no other means of knowing of the dilapidation unless he were informed of it by the farmer. Where, however, cottages are held directly of a landlord who is non-resident and has no local agent, or if the estate is scattered and consequently less capable of supervision, they are often allowed first to get into a disgraceful condition through non-repair and then to tumble in altogether, even before the occupants have had another dwelling, which is often a most difficult matter.

Two types of cottages.

22. The more common type of cottage in the district is a low straw-thatched stone building with two rooms downstairs, one being a large roomy kitchen where all the cooking, eating, and washing is done, and where as a rule there is a bed as well. The other room is generally very small, and almost always damp. Over these two rooms there is a loft, generally approached by a ladder, with the roof coming down to the floor, and a window, which cannot be opened, let in to the roof. Too often this loft has no partition, and, when it has, I almost invariably found on inquiry that it was the work of the labourer himself. In fact, almost all the improvements, such as the building of a "lean-to," the insertion of a window, and the construction of a partition, are made by and at the expense of the labourers.

The other type of cottage is a more modern building, which is not so roomy, is built with much thinner walls, and is very defective in ventilation; these are often not properly finished by having the roof rendered, and are consequently very cold as compared with the older cottages. They have generally two rooms downstairs and two or three upstairs, but seldom have a wash-house or coal-house attached, unless the occupier adds one at his own expense. With all cottages, the outside, and every bit of wall, or even group of stones, are limewashed every year about the commencement of May, and their neat and cleanly appearance has always attracted the attention of travellers in the district.

Sanitary condition.

23. By the courtesy of the clerks of the Bridgend and Cowbridge Union and of the Cardiff Union I had an opportunity of perusing the annual reports (for the last four years) of the medical officers of health for the rural sanitary authorities within the agricultural area referred to in this report. I should mention that in the Cardiff Union the reports are printed and published

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annually, and it would undoubtedly be of great advantage if the Bridgend and Cowbridge guardians followed the example. In the latter district the medical officers repeatedly refer to insanitary dwellings, and to nuisances which are often allowed to go on from year to year unabated. In 1889 a report was made to the Local Government Board by Mr. John Spear on the sanitary administration of the Bridgend registration district, and most of his remarks are applicable to the present state of things. In speaking of house accommodation Mr. Spear says: "In the older property of the poorer classes, the "floors, generally of stone, are often sunk below the level "of the ground surface, while roof-spouting is commonly "wanting, so that the necessary result is excessive damp-"ness. The better ventilation of sleeping-rooms is also "a matter that calls urgently for improvement. Houses "are still being erected with small bedrooms unprovided "either with fireplaces or special means of ventilation." As to refuse disposal: "Wherever in the district there is "any collection of dwellings, sewage nuisances have been "allowed to arise. Generally speaking, the liquid refuse "flows in dilapidated gutters or over bare surfaces to the "nearest watercourse or to some stagnant pools; solid "excreta accumulate for long periods in privy pits—often "mere holes sunk in the vicinity of the dwellings; while "ashes and house refuse are scattered indiscriminately over "the surface of the ground." As the labourers' cottages are mostly grouped in villages, this state of things constitutes a grave danger to the general health. "In several "parishes the (water) supplies are inadequate in dry "seasons, and in several many of the inhabitants have at "all times to go long distances for water. The quality, "too, of the supply is, especially in the case of private "wells, often open to grave suspicion; and occasionally "people have to resort to streams polluted by sewage." I have thought it advisable to append to my report the evidence which was given me on these points by Dr. Mellor, the medical officer of health for the Cowbridge sub-district of the union, merely stating that the evidence which I also received from Dr. Wyndham Randall, as to the sub-district of Bridgend, was of a similar condemnatory description, and that my own observations lead me to the opinion that their statements are not in the least exaggerated. The agricultural parishes situated in the Cardiff union, but adjoining the district of my inquiry, appear to be in a better sanitary condition than the rest of the Vale; but even here there is still some room for improvement. Dr. Pritchard, in speaking of Llancarvan parish in his report for 1890, states: "The draining of "several privies into the brooks at Llancarvan has been "discontinued by your orders. The new Cowbridge and "Aberthaw Railway has been in process of construction "during the year, and a large number of navvies are "employed on it. In its normal state the district is only "too sparsely provided with workmen's cottages, and "hence, under existing conditions, your officers have ex-"perienced considerable trouble in reducing and prevent-"ing the occurrence of the *nuisance* of *overcrowding* in the "adjoining villages of Llanbythery and Llancadle. In "one extreme instance, at the latter place, where 14 "adults slept in an ill-ventilated room with only 125 "cubic feet to each, summary proceedings had to be "taken against the owner before the nuisance was abated. "*The water supply* of Llanbythery is unsatisfactory, and "the question of bringing it nearer to the village is now "engaging the attention of your authority." However, when I visited Llancarvan on the 11th of May, I was informed that at Llanbethery the people have still to go nearly half a mile for their water and carry it up a very steep hill. Llancadle, Penmark, and Aberthaw also suffer in the same way, but to a less extent.

Bedroom accommodation.

24. In conclusion, the gravest evil as to the cottages is their limited bedroom accommodation. Even when there is a spacious cottage, rooms are not partitioned off sufficiently. The result is that all the members of the family irrespective of sex often sleep in the same room, but in different beds. I did not find that this produces any abnormal immorality, though it must largely destroy the sense of decency and modesty. Privy accommodation is much improved within recent years, while pigstyes that formed a nuisance by being too near to the cottages have generally been removed to a greater distance. Still there are a large number of cottages, particularly at Llantwit Major, St. Athans, and St. Bride's Major, that are quite unfit for habitation, and would have been condemned long ago by the medical officers, but for the fact that their occupants have no other place to go to.

V. Gardens, Allotments, &c.

Gardens

25. Speaking of the district generally, there is attached to most cottages a garden of about 20 perches, in which potatoes and other vegetables for domestic use are grown. When situated within reach of a market, some of the produce is often sold. Everywhere the labourers appeared to make the utmost of their gardens, for it was a rare thing to see a single one uncultivated, and by the end of April most of them had already been set. Mr. Muir, for many years head gardener at Margam, and now acting superintendent for the estate, said, "There is no land in "the country so well cultivated as the labourers in Wales "cultivate their gardens." The country is not adapted for fruit growing, as the sea winds effect tree-life detrimentally, but the village of Llancarvan was an exception, as owing to its sheltered situation there were good orchards which proved a source of profit to the occupants. Owing to a deficiency of natural food, such as fruit blossom and clover crops, bee-keeping is rarely carried on, even among farmers it is quite exceptional. There are no instances of cow pastures, though occasionally a labourer rents enough land to keep a cow or two, and when opportunity presents itself, increases the size of his holding. Most labourers, if they have a pigsty, buy a pig in the autumn for feeding, as home-cured bacon is preferred to the imported article. Poultry is also kept, but not extensively, owing to their liability to trespass in the cornfields.

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Allotments.

26. As to allotments, I found a large number in different parishes, several having been apportioned for the use of the labouring poor on the inclosure of adjoining common land, but as the common would generally lie on the boundary between two or more parishes, the land so allotted would often be at a considerable distance from the village of either parish (*see* under Newton Nottage, Llangan, Colwinstone, Penlline, Welsh St. Donat's, &c., in Appendix A.). Private owners have also set apart land for allotments at Merthyr Mawr, Ewenny, Newton Nottage, and St. Athan, and they are all eagerly availed of. In some parts, particularly near Ruthin in St. Mary Hill, and at Llantwit Major, encroachments have been made on the roadside and converted into highly cultivated gardens. In some parts, however, there is still much waste land on the roadsides. With reference to the questions of cottage accommodation, gardens, and allotments, I think that concrete instances of what I found and saw will be more valuable than any generalisation which I can offer, and therefore I propose to give in the form of an appendix some brief account of the villages which I visited in the course of my inquiry.

VI. Friendly Societies.

27. The vast majority of the labourers belong to friendly societies, mostly the Oddfellows and Ivorites. At St. Athan's they meet in a schoolroom, and at Wick and Llantwit there are Oddfellows halls; elsewhere throughout the district they meet at public-houses, a custom which was deprecated as tending to intemperance. At the anniversary meeting of the Oddfellows Society at Llancarvan I was much impressed with the general orderly conduct of the members, who were almost entirely drawn from the working class. Farmers as a rule do not belong to the societies, the only exception I found being at Newton Nottage (*see* App. A.). I found only one instance of a women's friendly society (*see* St. Bride's Major). There is no general county society, and those existing are mostly registered.

No labourers' union.

28. There is no kind of trade organisation among the agricultural labourers of the district, and nothing of the nature of a strike or lock-out has ever been known among them.

Relations of employers and employed.

29. In the northern part of the district the relation between employer and employed is far from being cordial, it appears to be rather one of open hostility; on the other hand, at Newton Nottage to the west I found that the best feeling prevailed, where I may mention I found two other things co-existing: (1) the largest number of allotments of any parish in the whole of the Vale (they are stated in the "Return of Allotments and Small Holdings" as numbering 121); (2) the above-mentioned benefit society to which farmers and labourers alike belong.

General remarks.

30. The greatest problem of the district particularly along the sea-coast, is the farm servant. His employer's kitchen has probably become less of a home for him than in former days, the result being that he has gradually drifted to the nearest public-house, and that his shorter hours of work and better pay simply mean for him greater facilities for drinking. There is no sort of working men's institute or club-room in any of the villages in the whole of the district, nor is there any attempt made to relieve the dullness and monotony of the farm servant's life. If therefore he is a carter, and is out on a journey off the farm, he is liable to get under the influence of drink before he returns, and to neglect his horses in consequence. Unlike the weekly labourer he has no home; the old

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patriarchal tie between him and his employer has been snapped, and nothing except the public-house fills the gap as yet. These remarks refer more particularly to the eastern parishes of St. Athan's, Llancarvan, Penmark, and Wenvoe; on the other hand it should be mentioned that there are no public-houses in the parishes of Ewenny, Merthyr Mawr, Tythegston, St. Donat's, St. Mary Church, Flemingstone, and Llandough. The settled labourer who has a wife and family is, however, a different man. Councillor Blandy Jenkins, of Llanharran, who has had a large experience of farming in Berkshire, has favoured me with the following comparison between the state of things in Wales and in England: "The native labourer "of Glamorgan is a better man than the native Berkshire "labourer. Wages are about 4*s*. per head higher in the "Vale. Gardens are much about the same until the last "few years, and now would be in favour of Berks, but "many of the older labourers in Glamorgan occupy a field "and are able to keep a cow, but I know of none in "Berks. I should say the Glamorgan man was more "thrifty and was generally in a club, but there is no "county club. In Berks there is one, but it is not "patronised as much as it should be, as the people prefer "*seven-year clubs* if any. The majority of the immigrant "labourers in Wales are certainly not as good as the native "Welsh, but there are very few native Welsh agricultural "labourers left in the country who entirely depend on "their own earnings." According to an immigrant labourer from Cadbury in Somerset whom I met at Llangan (*see* App. A), the chief difference was that if in Somerset a man once left the farm where he was employed he would never be taken back (and perhaps would find it difficult to get employment on any other farm in the same neighbourhood), but in Glamorgan it is not unusual for a labourer to leave his employment and go up to the "hills" for a period, and then return to work on the same farm again. Other English labourers whom I met in the same locality spoke with envy of the regular cider allowance in England. As to the growing scarcity of labour, a large farmer said that to "get and keep labourers "the farmers must be prepared to pay them still higher "wages. The great strain on the farmer at the present "time forces him to be hard on the labourer so as to enable "him (the farmer) to make both ends meet; the only "remedy for that would be protection, or permanent "reduction in the rents."

B. I. BRIDGEND AND COWBRIDGE.

I have, &c.

(Signed) D. LLEUFER THOMAS
(Assistant Commissioner).

APPENDIX A.

A DETAILED ACCOUNT OF VILLAGES VISITED.

Paragraph		Paragraph	
8.	Colwinstone.	2.	Newton Nottage.
5.	Ewenny.	9.	Penlline.
15.	Llantwit Major.	1.	Pyle.
13.	Llanblethian.	16.	St. Athan's.
6.	Llangan.	4.	St. Bride's Major.
12.	Llanharry.	14.	St. Hilary.
11.	Llansannor.	7.	St. Mary Hill.
3.	Merthyr Mawr.	11.	Ystradowen.

Pyle.

Commencing near the western boundary of the district at the village of South Cornelly in the parish of Pyle, I found the cottages rather poor; for instance, one which I entered had a kitchen, wash-house, and coal-house downstairs, and over these one big unpartitioned loft with three beds in which the husband and wife, with their three boys and two girls, slept. The only opening both for light and ventilation was one small window inserted in the straw thatch. The tenant, a labourer, who had been working on the same farm for the last 27 years, received 17*s*. a week, and his dinner every day. He paid 2*s*. a week for his cottage, including about 15 perches of a garden and a pigstye, but had to do all necessary repairs himself, *e.g.*, thatching. There was no privy attached, though the tenant had frequently asked for one. The average cottage in the village was somewhat better than this, but all the gardens were small, the defect being to some extent remedied by the labourers having potato grounds in the fields on different farms.

2. Newton Nottage.

In the adjoining parish of Newton Nottage the cottages were of a better description, most of them belonging to independent owners, and a six months notice being required to terminate the tenancy. Only two cottages in the whole parish were held of a tenant farmer, being subject to a week's notice; while I was told that at least three were owned by labourers themselves who had purchased them through the medium of the Bridgend Building Society. There are two separate pieces of land in the parish which were set apart as allotments for the poor on the inclosure of a common; one at Newton village which is divided into 24 plots of about 11 perches each and one plot of half that size, all of which are being cultivated, four by agricultural labourers, four by widows of such labourers, one by a widow whose son is a labourer living with her, and two by men who work partly on farms. This piece is near to the village, and is used for growing potatoes and occasionally mangolds for the use of pigs. The other allotment referred to is near Porthcawl village, a growing seaside resort, and consists of 21 separate plots, about half of which number is now being cultivated. This I was unable to visit, but I was informed that it was right among the sand hills which are a feature of the coast in the district, and the land was described as being most unsuitable for garden purposes. In addition to these two sets of allotments a 4-acre field belonging to the chief landowner in the parish had been many years ago divided into about 20 plots which were rented out at 12*s*. each a year. All these too were cultivated. As the number of allotments in the parish under a quarter of an acre is given in the Parliamentary return of allotments, &c. as 121, there must have been many others which I did not see. Most of the labourers keep a pig or two and some poultry, particularly geese and ducks, but not one labourer has a cow. There is an unregistered district club in the parish, known as the Ancient Britons (established in 1771), to which practically everybody—farmers and labourers alike—belong; 5*s*. 3*d*. a quarter is paid in, while the sick pay is 9*s*. a week until the individual in-payment is exhausted, and then a pension of 3*s*. 6*d*. a week for life.

In this parish as well as in Pyle and Laleston, women are occasionally still employed in the open field, *e.g.*, for stone picking and general harvesting. From 10 to 12 women were said to have worked out in this way in South Cornelly last summer. In these parishes the farms are, with two or three exceptions, comparatively small, and there is no definite line of demarcation separating farmers from labourers; the best of feelings exists between employer and employed, and the utmost readiness is shown, not only by farm labourers, but even by hobblers at the Porthcawl Dock, to help farmers in securing their crops in harvest time, and it is said that in the very rainy season last year a good deal was thus saved with the help of these men on Sundays.

3. Merthyr Mawr.

At Merthyr Mawr all the cottages are in excellent repair, and are let at rents varying from 2*l*. 10*s*. to 6*l*. per annum according to the accommodation included. No cottage, however, has a fireplace upstairs, a considerable drawback in cases of sickness. No family is allowed to take in lodgers, hence there is no instance of overcrowding. There is no public-house in the parish, and according to a communication which I received from the vicar, "Every "labourer is sober, industrious, and thrifty, and belongs "to a sick benefit club in an adjoining parish or elsewhere." All the labourers have allotments, which have existed since 1850.

4. St. Bride's Major.

In the parish of St. Bride's Major, there are some 1,300 acres of Duchy land, used mostly for grazing sheep. In former years labourers used to have small flocks grazing on it, but they now complain that it is entirely monopolised by about 10 farmers, who graze it so thoroughly in the autumn as to make it impossible for a labourer, who has no other land, to keep anything on it in the winter time. The cottages at St. Bride's village have the appearance of having been originally built on encroachments by labourers themselves, but scarcely any are now owned by them.

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They are of a poor type, are badly ventilated, and are almost all built against rising ground, and having no damp-course are necessarily damp. The average rent appears to be about 4*l.* exclusive of rates. There is a great scarcity of cottages, as 14 have gone down within recent years, and only five have been reconstructed. This was perhaps partly due to a great Mormon exodus, largely composed of agricultural labourers, who left the district for Salt Lake City when that movement was at the zenith of its glory. At present there are four labourers (sometimes six) coming every morning in a car from Bridgend, a distance of 5 miles, to work on a farm at Southerndown, and returning home in the evening. Southerndown village, near which is Dunraven Castle, is becoming a place of some pretension as a seaside resort.

There is in the parish a club of Oddfellows, which meets in a public-house, and numbers 80 members, of whom only about 30 were said to be agricultural labourers. The benefits of a friendly society appear to be more appreciated here by the labourers' wives, for the parish has a women's club with 36 members, of which quite 30 were estimated to be wives of agricultural labourers. This was the only instance of a women's club I came across in the whole of my district; 8*d.* a month is paid in, entitling the members to a sick-pay of 4*s.* a week so long as the amount paid in lasts, and then a pension of 2*s.* a week. There is a death-grant of 4*l.*, and if a member's husband dies, the members subscribe 6*d.* each towards a burial fund to be given to the widow. There is also a clothing club conducted on the ordinary lines under the auspices of Lady Dunraven, and managed by the vicar. As to water-supply, there is only one well for the whole village, and its water is not of the best quality. It is apt to fail in the summer, in which case water has to be fetched from a distance of 3 miles.

5. Ewenny.

At Corntown, in Ewenny parish, there are 10 or 12 cottages which were originally built by labourers under leases. They were said to be rather poor, and most of them have now passed into other hands. In the village of Ewenny, which belongs to Colonel Turberville, of Ewenny Priory, the cottages are of a better description, but the gardens are very small. Owing to this the late owner of the estate divided a field of 1 acre 39 perches into 11 allotments for the use of the estate labourers and outdoor servants. Five of these plots are 10 perches each, and six of them 20 perches, and they are held by five labourers, five outdoor servants, and one mason. Potatoes are mostly grown in them, and it was estimated that a low average crop of 20 perches would be 15 cwts., which at 3*s.* 9*d.* a cwt. would fetch 2*l.* 15*s.* 3*d.*

6. Llangan.

About a quarter of a mile out of Treoes village in the parish of Llangan there are 20 or 21 allotments dating from the time when the common lands of the parish were enclosed. The land lies between the public road and a brook which is occasionally considerably swollen, with the result that the greater portion of the land is under water after rain. Only seven (or eight) of the pieces were being prepared for cultivation when I visited the place, and of that number five were said to be held by agricultural labourers. In wet seasons the potatoes rot, and the land is certainly not worth laying out much money or labour upon it. There are about 20 workmen's houses in this village; five are occupied by labourers, who are wholly employed on farms, two of these being Englishmen (one from Cadbury, in Somerset, and the other from some part of Wiltshire), and the third an Irishman.

7. St. Mary Hill.

The cottages at St. Mary Hill were perhaps as bad as any that I saw in the northern half of the district. Here they are also smaller in size than the ordinary Welsh cottage, the result being overcrowding. At Ruthin, which is a hamlet of St. Mary Hill, there is a common of about 100 acres, which appeared capable of a cultivation as high as the adjoining land, but is now a waste. The Marquis of Bute was said to be lord of the manor. Several of the labourers at Ruthin have sheep, generally from 5 to 10, grazing on the common. A peculiar feature of the place was the large number of enclosed strips along the roadside, bearing the appearance of originally being encroachments, but now being cultivated as gardens. In spite of the limited accommodation, and the unpartitioned loft, which often had three beds, the cottages were all kept remarkably clean and the gardens were neatness itself. The water was said to be very scarce at times, and there were several houses without privies.

8. Colwinstone.

In 1871 the Golden Mile Common in the parish of Colwinstone was enclosed, when 4 acres 9 poles were set apart as a recreation ground, and 2 acres 6 poles for allotments for the labouring poor. Formerly some of the labourers had donkeys which were grazed on the recreation ground for 5*s.* a year, or ponies for 10*s.*, but now it is let out to an independent tenant. As to allotments, the plot selected was chosen on account of its proximity to the village, but there was nothing else in its favour. It was at the time uneven, part of it being the site of an old stone quarry, but it has by this time been converted into a productive garden. It was originally divided into 10 plots of about 30 perches each; for the more even of which 2*s.* and 1*s.* 6*d.* each were severally paid, while the more uneven site of the quarry was let at 1*s.* a plot. In course of time five of the plots have been subdivided so that now there are 15 tenants, of whom 10 are farm labourers, and I was informed by the overseer of the parish that there was only one labourer who when a vacancy occurred declined to take up the allotment, but he had a good garden attached to his cottage. Almost all the cottages are of the old straw-thatched type with damp flooring, dark and badly ventilated room downstairs, and unpartitioned loft.

9. Penlline.

All the cottages in the parish of Penlline appeared to be of a substantial and healthy character, excepting some few at Y Graig which were quite unfit for habitation. For instance, one woman, with every appearance of truth, told me her health had been ruined by the dampness of the cottage in which she used to live. Here also when the common was inclosed in 1860 (award dated 1st of March), two plots of land being 1 and 4 acres respectively were set apart for the labouring poor. According to Mr. E. T. Munden, the churchwarden, the land is "unsuitable for "garden purposes, so it is let out for pasture and the "rent received is divided among the poor."

10. (Manor of Talyvan.)

Another important inclosure was that of common land in the manor of Talyvan, comprising parts of the parishes of Pendoylan, Welsh St. Donat's, Llansannor, Llanharry, Ystradowen, and Llanblethian. According to the award, which was dated 6th March 1863, 2 acres (which I did not see) were allotted as a recreation ground for the inhabitants of the parishes of Pendoylan and Welsh St. Donat's, and another 2 acres for those of the other four parishes, the latter of which plots is now let for grazing at a yearly rental of 15*s.* Neither of these has ever been used for recreation; one reason being that they are too inaccessible. There were also allotments for gardens, &c. made for each parish, and I shall deal with them *seriatim*:—

Welsh St. Donat's and Pendoylan.

(1.) Three acres were allotted to the poor of Welsh St. Donat's and Pendoylan, subject to a rentcharge of 10*s.* a year. They are situated in a lonely and somewhat bleak spot about 1½ or 2 miles from the village of Pendoylan, and about ¾ of a mile from the village of St. Donat's. The land consists of 16 separate plots, while another large strip belonging to the same allotment was originally fenced off by mistake, as Mr. W. V. Huntley, the present trustee, informed me, with the result that it has never been cultivated. At the time of my visit four plots only were being cultivated, though I was told that last year there were six.

11. Ystradowen and Llansannor.

(2.) For Ystradowen and Llansannor two plots were allotted, being (*a*) 1 acre 2 roods 38 perches, subject to a rentcharge of 8*s.*, and (*b*) 3 acres 1 rood 2 perches in extent with a rentcharge of 16*s.* 3*d.*; both are situated on the top of a very steep hill ¾ of a mile distant from the village of Ystradowen, and still more inconvenient for the inhabitants of Llansannor. There is only one cottage near, a modern building occupied by a labourer, who now holds both plots at a rental of 2*l.* 10*s.*, using them for pasture, except about a ¼ of an acre where potatoes are grown. At first these allotments were eagerly taken up by the labourers, but after some three or four years' experience they were given up. As a proof of their utter unsuitably for garden purposes I may mention that at a recent vestry meeting the vicar of Ystradowen observed that it would be very desirable if they could in any way be sold and some land be purchased nearer the village. Curiously enough, right in the village there is about an acre of charity land which would be most suitable for gardens, but it is let out for grazing.

The cottages in both these parishes appeared satisfactory.

12. Llanharry.

The allotment of Llanharry consisted of 1 acre, and was situated most conveniently on the roadside in a more sheltered spot than the previously-mentioned plots, and rather less than ¼ of a mile from the village. It is subject to a rentcharge of 6*s.* and divided into 10 plots, all of which were cultivated when I inspected them. Of these one was said to be cultivated by a pauper, and two or three by men who worked partly on farms. There is only one labourer in the parish who works exclusively on a farm.

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13. Llanblethian.

By the same award already quoted four small plots were allotted to the poor inhabitants of Llanblethian parish, but I did not succeed in obtaining any information concerning their present use. They are set out as follows in the award, which was kindly shown me by Mr. Huntley, of Welsh St. Donat's: (*a*) 1 acre 1 rood 9 perches, rentcharge 7*s*. 6*d*.; (*b*) 2 roods 22 perches, rentcharge 4*s*.; (*c*) 1 rood 39 perches, rentcharge 3*s*.; (*d*) 16 perches, rentcharge 6*d*.

14. St. Hilary.

Owing to the smallness of the gardens attached to cottages at St. Hilary, two separate plots were many years ago set apart for allotments by a private owner; one was divided into 10 pieces of 30 perches each which were let at about 10*s*. a year. At present, according to the overseer, two of these are held by a farmer, another two by a landowner, and only one, he thought, was held by an agricultural labourer. The other plot, which is I acre in extent, is divided into four separate pieces, one of which is cultivated by a labourer, and two by widows of labourers, and one by a gardener. There are about six permanent agricultural labourers in the village, two of them keep a cow each and some sheep on the adjacent common of Stalling Down.

15. Llantwit Major.

Llantwit Major was one of the largest parishes in the district of my inquiry, and is purely agricultural. The cottages are almost entirely congregated in the villages of Llantwit and Boverton, the largest number being in the former. The number of workmen's cottages in the parish was estimated at 130, of which 62 belong to landowners or occupiers of land, while 18 belong to independent owners. Only 10 belong to their occupiers. At least 30, probably more, have only 1 bedroom, about 80 have 2, while perhaps 30 have 3. Nine cottages are let along with Boverton Place Farm, to which I have previously referred, and there is a clause in the agreement with the landlord (Lord Wimborne) that these should be occupied only by labourers working on the farm, and should be let at 1*s*. each a week. About 14 cottages at Llantwit were pulled down about three years ago so as to enlarge the private grounds of a resident there. This drove many of the labourers to live in some utterly insanitary houses in a part of the village known as the Hillhead, where there are 12 cottages, 10 of which were occupied at the time of my visit. They are all built in a row against rising ground, without any through ventilation or any sort of opening at their backs. They consist of two rooms each, one downstairs, from which the other is approached by means of a wooden ladder. There are practically no conveniences either in or outside, hardly any have even mantelpieces, while washing has to be done and coal kept within the house in the living-room downstairs. Their rents used to be 1*s*. each, but they have been raised to 1*s*. 6*d*. Until recently there was only one closet for the use of the whole row, now there are four. In other parts of the village the cottages are generally more roomy, but are in bad repair. Everywhere the rents were raised three years ago, as, for instance, from 3*l*. to 4*l*., from 3*l*. 10*s*. to 5*l*., and from 4*l*. to 6*l*. Most of the cottages are held on a weekly tenancy. The rates which were formerly paid by the landlord were at the same time made payable by the tenant, and, where there are partitions in the lofts, they have generally been made by the tenants. Most of the cottages have gardens attached to them, 50 of which were estimated to be 20 perches and upwards. A plot of land measuring 1 acre 18 perches is let out as allotments of 8 or 9 perches each, and eight of these are held by labourers. I noticed four roadside strips being cultivated as gardens, and I was informed that three of them were held by labourers. About one-half of the labourers keep pigs and about one-tenth have poultry, but only three have cows. There are two benefit societies in the village, and their meetings are held in the Oddfellows' hall, which I hired for the labourers' meeting which I held there. The lodge of Oddfellows had, on the 3rd of May 1892, 215 members, of which 96 were agricultural labourers, 1 a prominent farmer, 6 farmers' sons engaged with their parents, and 45 had left the neighbourhood, most of them being farm labourers when they joined the society; 14 occupied small holdings, and the remainder were small tradesmen and artisans. As many as 26 new members had joined the club between the 1st of January and the 3rd of May, 22 of them being farm labourers. The other society is known as the "Ivorites," and is unregistered. There were 110 members on its books on the 6th of May, and of these there were 73 farm labourers, 30 tradesmen, 3 farmers' sons, and 1 gentleman. The weekly subscription for the society was 6*d*., and the sick pay 10*s*. a week, until the individual in payment was exhausted, and then a pension of 3*s*. 6*d*. The drainage of the village of Llantwit is unsatisfactory, and appears to be repeatedly the subject of comments by the medical officer of health in his reports.

16. St. Athan's.

The cottages at St. Athan's are also of a wretched description, particularly those in a part known as Beggar's Bound. The rents average about 4*l*. a year, exclusive of rates. One labourer paid 20*l*. a year for his cottage and six acres of land, on which he kept two cows and a pony. The gardens were small, but labourers generally had potato grounds at the farms, paying for them at the rate of 1*s*. or 1*s*. 3*d*. per perch. There was a registered benefit society (a lodge of Ivorites) to which most of the labourers belonged.

APPENDIX B.

Evidence of Dr. Mellor, Medical Officer of Health for the Cowbridge District.

"The general type of cottage consists of two rooms, a bedroom and living-room; the former is occupied by the man, wife, and his family, irrespective of age or sex. The cubic contents would not frequently exceed 500 feet. I suggest that 1,000 cubic feet should be the least for a bedroom. The roof is thatch, and very often out of repair. The only means of ventilation (to the rooms upstairs) is through the opening in the floor by which access is gained to the room, the windows being invariably fixed, and not having a sash for opening. Downstairs the floor is generally made of mortar, and is most uneven, with large holes here and there, besides being very damp, and there being no thorough ventilation for any part of the house. From these causes infantile mortality is very large. From the nature of the materials used, viz., blue lias limestone, both the walls, mortared floors, and flagging 'sweat' in damp weather, even though there be no rain. As a rule there are no drains, but when they exist they usually open to a hole (or cesspool) near the house, allowing of soakage into its foundations. In other cases the contents run into the highway gutter, forming a nuisance there. Pigstyes are frequently found abutting on the wall of the dwelling-place. As to closet accommodation, there are scores of houses in the district without a closet; as many as 12 houses were reported (in 1890) in this condition in a small hamlet near St. Mary Hill. In another case, viz., at Llantwit Major, 18 houses were provided with one closet only, but this has now been partially remedied.

"Where privies exist they are invariably of a bad type, consisting as they do of a large cesspool, unventilated except through the seat, with bottom and sides pervious, allowing of soakage of the liquid contents into the soil surrounding the house, and sometimes into the neighbouring wells, and in a few cases into the foundations of the houses also. Large accumulations and infrequent cleansing is the consequence, in some cases the overflow runs upon the highway. The supply of cottages throughout the district is very inadequate. The water-supply is ample for about one-third of the villages, and for the remaining two-thirds insufficient, particularly St. Hilary, Ystradowen, Y Graig (in Penlline parish), and Gileston.

"As to sickness, infantile decease is frequently the result of the impossibility of getting milk where children are hand fed, and of ignorance and neglect on the part of uneducated mothers, damp and uneven floors or dwellings, impure water-supply (producing diarrhœa, vomiting, and worms, and secondarily convulsions, and general gastric derangement). Children suffer even more than men and women from overcrowding. The chief classes of sickness among adults are consumption (the result of overcrowding and dampness) and other respiratory diseases from damp houses and undrained subsoil. Rheumatism and heart disease from the same cause, the latter in the form of premature degeneration, being met with to an extent probably unknown in most other districts, and caused more from insufficient food and overwork during early years than following upon rheumatism. Diphtheria and epidemic bronchial pneumonia are very prevalent for such a district, due to bad drainage and other insanitary surroundings, impure water-supply, and the natural low-lying configuration of the district."

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APPENDIX C.

BRIDGEND AND COWBRIDGE UNION PARISH STATISTICS.

Parish or Place.	Area in Statute Acres	Rateable Value in 1881.	Rateable Value in 1891.	Population in 1881.	Population in 1891.
		£	£		
Bettws	5,023	4,983	12,982	1,025	1,529
*Colwinstone	1,841	2,096	1,897	212	231
Cowbridge	85	3,735	3,865	1,229	1,377
Cwmdu	4,210	17,279	15,636	6,232	6,769
Eglwys Brewis	381	553	427	31	18
*Ewenny	2,059	2,453	2,487	291	238
Flemingstone	701	968	831	55	57
Gilstone	367	734	583	52	62
Higher Coychurch	3,928	1,939	3,212	320	325
Higher Coity	2,937	3,689	7,788	515	554
Higher Newcastle	2,169	10,464	14,358	3,435	3,032
Higher Tythegstone	2,231	5,660	9,921	1,544	1,476
Kenfig	2,954	2,039	2,704	264	212
*Laleston	1,740	3,625	1,671	538	576
Lisworney	982	1,361	1,267	160	147
*Llantwit Major	5,122	9,077	8,233	992	1,089
*Llanblethian	3,263	5,013	5,573	724	768
Llandough	727	1,097	1,059	117	175
Llandow	1,119	1,593	1,467	128	117
Llandyfodwg	6,350	13,175	18,044	2,877	4,267
*Llangan	1,200	1,818	1,521	200	182
Llangeinor	6,554	14,494	30,632	2,992	8,004
Llanharan	3,080	6,827	9,680	534	607
*Llanharry	1,629	2,418	2,117	259	280
Llanilid	1,641	1,480	873	105	99
Llanmaes	1,127	2,036	1,645	147	130
Llanmihangel	611	816	763	42	53
*Llansannor	1,819	1,904	1,863	187	197
Lower Coychurch	1,099	2,795	3,163	262	309
„ Coyty	1,680	16,186	15,673	3,281	3,660
„ Llangynwyd	2,133	2,210	1,887	451	474
„ Newcastle	870	4,262	4,415	1,061	1,236
„ Tythegstone	721	1,084	1,064	94	102
Marcross	920	1,219	1,022	74	89
*Merthyr Mawr	2,262	1,603	1,503	120	121
Middle Llangynwyd	2,623	2,396	2,326	655	89
Monknash	1,425	1,963	1,681	78	90
Nash	201	357	349	16	8
*Newton Nottage	3,391	6,743	8,435	1,397	1,675
Pencoed	2,121	4,334	5,478	783	866
*Penlline	1,962	3,018	2,690	305	275
Peterstone Super Montem	2,106	2,249	3,137	241	301
*Pyle	1,637	4,351	6,046	938	893
St. Andrews Minor	230	367	367	14	15
*St. Athans	1,531	2,816	2,239	378	356
*St. Bride's Major	5,437	5,100	4,930	674	621
„ Minor	1,919	2,685	3,212	917	1,072
St. Donatt's	930	1,879	1,389	138	123
*St. Hilary	1,268	1,893	1,936	144	175
St. Marychurch	786	855	814	97	80
*St. Mary Hill	1,449	1,429	1,234	171	177
Skerr	361	111	111	11	9
Stembridge	38	57	57	7	6
Wick	1,439	2,064	1,812	363	327
Ynysawdre	387	3,109	4,638	821	1,048
*Ystradowen	1,568	1,659	1,634	222	215
	107,984	£202,415	£259,928	38,920	51,483

* Notes as to parishes marked thus *, will be found in Appendix I.

NOTE.—The population increased during 10 years by 12,563 persons, or at the rate of 32·28 per cent.

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APPENDIX D.

AGRICULTURAL STATISTICS.

Since this Report was written a Return has been supplied to the Royal Commission by the Board of Agriculture, from which the following statistics for the Bridgend and Cowbridge Union are derived:—

Crops in 1891.	Acres.	Approximate Per-centage of Cultivated Area.
Wheat	2,060¼	2·90
Barley or Bere	4,258½	5·99
Oats	3,751¼	5·27
Potatoes	288	0·40
Turnips and swedes	3,474¾	4·88
Clover and rotation grasses	7,533¼	10·59
Small fruit	12¾	0·02
Other crops not separately specified	731	1·03
TOTAL arable	22,109	31·08
Permanent pasture	49,032¾	68·92
TOTAL cultivated	71,141¾	100·

Live Stock in 1891.	
Cows and heifers in milk or in calf	6,150
Other cattle, two years old or more	3,708
Ditto under two years old	6,398
Total cattle	16,256
Sheep, one year old or more	44,171
Lambs, under one year old	27,593
Total sheep	71,764

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ROYAL COMMISSION ON LABOUR.

THE AGRICULTURAL LABOURER.

WALES.

REPORT

BY

MR. D. LLEUFER THOMAS

(ASSISTANT COMMISSIONER),

UPON THE

POOR LAW UNION OF NARBERTH

(COUNTIES OF PEMBROKE AND CARMARTHEN);

TOGETHER WITH A

COMPARATIVE VIEW OF THE OTHER DISTRICTS OF PEMBROKESHIRE, COMPRISED IN THE

POOR LAW UNIONS OF PEMBROKE, HAVERFORDWEST, CARDIGAN, AND NEWCASTLE EMLYN.

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THE AGRICULTURAL LABOURER.

To GEOFFREY DRAGE, Esq., Secretary,
Royal Commission on Labour.

THE AGRICULTURAL LABOURER.

2, Brick Court, Temple, E.C.,
August 5, 1892.

SIR,

Selection of the Narberth Union.

1. I have the honour of submitting to you my report on the facts which I collected during portions of the months of May and June last as to the condition of the agricultural labourer in the poor law union of Narberth, which lies partly in the county of Pembroke and partly in that of Carmarthen. I was instructed to adopt this union as the field of my inquiry as it was thought likely to be typical of the condition of things existing in both counties, especially as Mr. G. Culley had selected it as the basis of his investigations for the Commission on the employment of children, &c. in agriculture in 1867. On that occasion he referred to the district as "fairly representing the mixed, breeding, dairying, and tillage farming prevalent in the two counties, and depending (so far as they are not the result of climate) on geological formations, the most important of which are to be found in the union" of Narberth.

Limits of present report.

2. Owing to the fact that the conditions of agricultural employment and of rural life generally within this union were described with such fidelity and minuteness by Mr. Culley in his report, and as in many respects there has been but little change, I deem it advisable to limit my treatment of the district for the most part to those points in which a change has actually occurred, or wherein the results of my observations differ from those recorded in his report. I may also mention that Mr. A. Doyle's short note on Welsh labourers in his report to the Royal Commission on Agriculture still applies to the present condition of the labourer in the Narberth Union, as it did when it was written in 1882.

Method of proceeding adopted.

3. I commenced my inquiry in the union of Narberth by attending an informal meeting of the poor law guardians at their board-room after the completion of ordinary business on the 23rd of May. On this occasion I was able to obtain something like a general survey of the whole district, while the clerk to the board kindly supplied me with statistics that proved very useful in facilitating my work. I then made arrangements to visit some of the more representative villages, in each of which I held two meetings, one in the afternoon for employers of labour and the public generally, and another in the evening for labourers only. Then, on the 1st of June, I visited Llanboidy, as the centre of a district which fairly represents that portion of the Narberth Union which lies in the county of Carmarthen, though I received no evidence as to how far this was typical of other districts in Carmarthenshire. Being market day, about 30 farmers attended my meeting, while a still larger number of labourers (including in that description young servantmen) attended my evening meeting. I also received in the course of this visit some useful and suggestive information from Mrs. Powell, of Maesgwynne, to whom much of the land in the district belongs.

On the following day, which was fair day at Narberth, I held another couple of meetings in that town, the afternoon gathering being well attended, while not more than half-a-dozen labourers came in the evening.

On the 3rd of June I drove northwards to Maenclochog, stopping on the way for some time at Clynderwen, where a small weekly market for the dairy produce of the district was being held, and where I had therefore an opportunity of meeting several farmers. Maenclochog, which is situated at some height on the side of the Precelly range, is representative of the mountain land of the union, which may be said to extend from the western boundary of the parish of Maenclochog as far as Eglwys Fair a Churig on the east.

B.-II. NARBERTH.

Extension of inquiry into other portions of Pembrokeshire.

4. After I had attended the board of guardians at Narberth, but before I had held any other meetings I met at Haverfordwest, on the 26th of May, a committee which included representatives from every part of Pembrokeshire, and which had been appointed by the county council in response to an invitation from me for assistance in carrying out my inquiries. In deference to representations unanimously made to me on that occasion to the effect that the Narberth Union (except in respect of the differences of race and language) was not considered sufficiently typical of the general conditions of agricultural labour throughout the county, I consented to pay visits to a few places in other parts of the county outside the union of Narberth, provided the committee selected for me some convenient centre for a meeting in each district that was regarded as representative of a large area of surrounding country. After the selection had been made, and after I had completed the inquiry so far as the Narberth Union was concerned, I therefore proceeded to receive further evidence by holding separate meetings for employers and labourers severally, at each of the following places in other parts of the county:—

i. (*a*) A meeting of employers at Haverfordwest, and
   (*b*) an evening meeting for labourers on the same day at St. Ishmael's (some 10 or 12 miles inland)—both together being intended to cover the English-speaking (*i.e.*, southern) portion of the Haverfordwest Union.
ii. Two meetings at Mathry, for the Welsh-speaking (*i.e.*, northern) portion of the same union.
iii. Two meetings at Pembroke, for the union of Pembroke.
iv. Two meetings at Eglwyswrw, for the north of Pembrokeshire, beyond the Precelly Mountains, including those parts of the county which are comprised in the unions of Cardigan and Newcastle Emlyn.

The last-named district I found to be closely analogous in condition to the northern part of the Narberth Union, excepting only the greater prevalence within it of small holdings occupied by their owners (*e.g.*, in the parishes of Moylegrove, Nevern, Newport, and St. Dogmells, *see* Parliamentary Return of Allotments and Small Holdings). But the evidence I received as to the unions of Haverfordwest and Pembroke differed in some material points from the results of my inquiries in the Narberth Union, and I propose to give a short summary of the facts in the appendix to this report.

Difference between the district selected and the Unions of Pembroke and Haverfordwest.

5. The main points of difference may perhaps be briefly stated to be the following:—

1. In the Pembroke and Haverfordwest Unions the rule is that labourers live on their own finding, while in the Narberth Union they receive their food at the farmer's, practically as part payment of their wages, or, to put it otherwise, there is in the latter district a greater tendency to make payments in kind for the labour done.
2. The employment of married labourers living with their families in cottages of their own prevails in the two southern unions, almost to the exclusion of indoor servants except a few required to be in charge of cattle, while the state of things in the Narberth Union is exactly the reverse.
3. Ethnologically there is also a physically finer race of men in the south, who in their contempt for the Welshmen of a more stunted growth in the north refer to them as the "little black Welsh from the mountains." There does not appear to have been such a wholesale migration from the south, especially from the district

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B.-II. NARBERTH.

THE AGRICULTURAL LABOURER.

beyond Haverfordwest which has not yet been opened up by railways. Thus at St. Ishmael's, between 50 and 60 labourers attended the meeting which I held; very few of that number were young lads such as I met everywhere in the north, but they were mostly stalwart, middle-aged men who had come in their working clothes, having simply put on a clean open smock frock, and thus showing their interest and their pride in their work. The opinion of Dr. Griffith, of Milford, county councillor and medical officer of health, was that in point of physique the labourers in this district are improving rather than deteriorating, and that it is the worst who go to the works. On the other hand, the contrary would probably be more applicable to the Narberth Union, whence as a general rule, the best migrate, while the weakest, both as to physique and intelligence, remain behind.

Difference in kind of labour depending on thes ize of holdings.

6. The difference in the class of labourers employed seems, however, to depend largely on the difference in the size of the holdings, for throughout most of the Narberth Union, particularly in the north, the holdings are comparatively small, and but little hired labour is employed —except in the form of young servant men, boarded at the farmhouse; the farmers and the members of their families generally bearing the chief burden of the work, so much so that Mr. Culley in his Report remarked that "the farm labourer as he would be "generally known in England (*i.e.*, as a man pro- "viding his own food and that of his family, and "dependent altogether on the wages he received from "his employer) is a comparatively small quantity in "the counties of Pembroke and Carmarthen; . . . "of the labourers employed, a large proportion are "unmarried men, women and lads being hired by the "year and boarded and lodged in the farmhouse or on "the premises." But, as I have already pointed out, this statement is not, however, so applicable to the Pembroke and Haverfordwest Unions as it is to the Narberth Union. In these districts, where the land is mostly owned by a few large landowners whose estates are fairly consolidated, the holdings are much larger, and there we meet with a class of labourers living in cottages of their own and still affectionately attached to the soil. Again, the nature of the agriculture pursued differs in different parts of the county. In the north pasture predominates, or, to adopt a former description which still applies: "The farming is a "mixed system of breeding, dairying, and tillage, "about one third of the total acreage being annually "under the plough, and less than one fourth subject "to it." But to the south and west of the county a good deal of excellent arable land is found; and there the standard of farming is higher and improved machinery is more largely used. It may be said, however, that the typical Welsh farmer is very conservative in his habits and slow in adopting new methods. But the trait is not altogether a bad one, and perhaps there may be some truth in the saying that the unexperimenting Welshman can live where the Englishman would starve; in other words, it is said that the question which an Englishman generally puts to himself when proposing to take a holding is, "Can I make a living here?" while the Welshman simply asks himself, "Can I pay the rent?" Thus in the upper parts of the county (and still more so across the border in Cardigan), the small farmer is in many cases content to exist, his holding being small, and himself very often owning the fee-simple of it. The large number of freeholders in the north of Pembrokeshire may be seen by reference to the recent return of allotments and small holdings.

Generally speaking, the buildings, whether farmhouses or labourers' cottages, are of a better description in the Pembroke and Haverfordwest Unions, where most of the cottages are held of farmers, on the condition that their occupiers should work on particular farms. Other differences between the Narberth Union and the rest of Pembrokeshire will be noticed incidentally in the course of this Report, and I shall merely add that, so far as I could judge, the Union of Haverfordwest was regarded by most people as containing within it all the types to be found in the county, and therefore most accurately representing the different varieties of conditions existing throughout Pembrokeshire.

Description of Narberth Union. Geological formation.

7. Returning to the Narberth Union, in common with the larger part of the north of Pembrokeshire and about three-fourths of Carmarthenshire, it belongs geologically to the "lower Silurian system." This extends over most of the country from the Teivy and the Carmarthenshire boundary southwards as far as the line roughly marked by the positions of St. Clears, Narberth, Haverfordwest, and Haroldston. To the south of this lie carboniferous strata represented by a northern and southern outcrop of mountain limestone, extending severally in narrow bands across the county from Pendine to Haverfordwest, and from Langwm Ferry (opposite Coedcanlas) to Tenby. Between these two outcrops or escarpments lies a small coalfield (which is wholly anthracitic), indicated in the Narberth Union by the coal-mining operations in the parishes of Amroth, Begelly, and St. Issells. Outside the Union "there is," adopting the words of Mr. Culley, "some "good land where corn grows well, especially in the "neighbourhood of Stackpole (in the Pembroke Union) "and . . . on the old red sandstone in Laugharne "Marsh (Carmarthen Union)."

Physical features, climate, and soil.

8. The surface of the district is very uneven, being hilly for the most part, but on the northern extremity where it is bounded by the Precelly range, it is decidedly mountainous. It has no wide valleys or large rivers, but it is everywhere well watered by numerous streams, and though I was not able to obtain any statistics as to the rainfall, my experience, supported by the testimony of residents, led me to the conclusion that the mists or showers from the western sea largely contribute towards moistening the dry and shallow soil, so as to render it more favourable to grass than to tillage.

This natural want of moisture is well illustrated by an old saying of Pembrokeshire farmers quoted in 1603 by George Owen, the versatile historian of the county*: "*Rain every day is too much, and every second day too little.*" Thus the climate is probably less cold in winter, but also less warm in summer, than in more inland parts of the country, and owing to this greater mildness, some places on the sea coast (*e.g.*, Tenby) have acquired a reputation as winter residences.

Race and language of population.

9. The population of the Narberth Union as well as of the whole of the county is made up of two large divisions, the one differing from the other in race and language, and inhabiting districts separated from each other by a well-marked linguistic boundary which has remained practically unchanged for centuries, and is still well preserved in spite of the Anglicising tendencies of elementary education. If a line be drawn from west to east, across the county from Newgale, a little south of St. David's (which is Welsh), following the course of Brandy Brook, near Treffgarne, and passing a little to the north of the town of Narberth to the mouth of the River Taff, somewhat above Laugharne, we have to the south of this line an English-speaking people, the descendants of Flemings, who established themselves with the sanction, if not at the instigation, of Henry I. in this part of the country, which is usually described on that account as "Little England beyond Wales." The number of these settlers was subsequently increased by several irruptions, chiefly into Roose and Castle-Martin of the English inhabitants of "the Pale" in Ireland, and their influence probably contributed to Anglicising the speech of the Flemings. To the north of this line Welsh is the language of the people who, though they generally become bilingual by the acquisition of English, show no tendency to abandon their native speech. Together with this difference of language there is a difference of race-type, which is also easily distinguishable, owing to the prejudice that still prevents free inter-marriage between the Welsh and English. In this respect no better type of district could be selected than Narberth, as its parish was formerly divided into Narberth Anglicana, and Wallicana, which are now approximately represented by Narberth South and North.

Chief occupations of inhabitants.

10. A considerable portion of the inhabitants of Pembrokeshire, but mostly those outside the Narberth Union, occupy themselves with maritime pursuits (*e.g.*, fishing and dockyard work). This is due to the fact that the county being surrounded on three of its sides by the sea, has a great length of coast line, but only a small part of this belongs to the district of my inquiry. The few other industries that are represented in the county are, however, almost entirely confined to this union, *e.g.*, some collieries and lime works to the south of Narberth, a few stone and slate quarries to the

* "The Description of Pembrokeshire," written in 1603 by George Owen, recently edited by Mr. Henry Owen, B.C.L., is full of valuable information as to the social economy of Pembrokeshire in the time of Queen Elizabeth.

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north of the district (which are now scarcely worked at all), and a lead mine in Llanfyrnach parish just outside the union, and small woollen factories situated round Narberth and Llanboidy. With these almost insignificant exceptions the population is entirely agricultural.

Decrease of labourers as opposed to farm servants.

11. Since 1867, the number of married labourers living in their own cottages has greatly diminished. Farmers in the time of depression thought it cheaper to engage single men to live and board on the premises, to whom they paid in the north of Pembrokeshire from 12*l.* to 13*l.* a year (*see* Mr. Culley's report, para. 21). The farm labourer who had a family being thus thrown out of employment by the preference shown to the unmarried man, was compelled to look elsewhere for work, which he generally found in Glamorganshire. This resulted in a steady exodus from the district; in course of time the cottages were allowed to go down, and by this time as a natural result of the removal of whole families, even young men are very scarce, and their wages have advanced much more in proportion than those of the labourers who live in cottages. The farmers would now often prefer to engage married labourers once more, but as many of the cottages have disappeared and scarcely any new ones are being built, there is a growing complaint of the scarcity of labourers in some parts of the district.

The migration into towns.

12. This depopulation of the county is here as elsewhere illustrated by the results of the census of 1891. The population of the union, which in 1881 was 19,523, had fallen by 1891 to 18,176, showing a decrease of 1,347. This decrease is more apparent in the coal-winning district of St. Issells, Begelly, and East Williamston, although the other parishes, which are purely agricultural, show a reduction as well. This diminution of population is very considerable when the natural increase as indicated by excess of births over deaths which occurs yearly is taken into account.

According to the Report of the Registrar General of Births, &c., the total number of births in the Registration District of Narberth for 1890, was 462 (of which 482 were legitimate and 34 illegitimate), the total of marriages 127, and of deaths, 359. Taking the population at 19,541, the number enumerated in the Census Returns for the Registration District (not the union) in 1891, we find the following rate:—

Birth-rate, 22·6 for every 1,000 persons living as compared with 30·2 for England and Wales.
Illegitimate children, 1·1 for every 1,000 persons living as compared with 1·3 for England and Wales.
Marriages, 6·4 for every 1,000 persons living as compared with 15·3 for England and Wales.
Deaths, 18·3 for every 1,000 persons living as compared with 19·5 for England and Wales.

There were 4,148 inhabited houses, 304 uninhabited, and only 14 in course of building. The actual numbers for each parish, both as to population and houses, will be given in a tabular form in the appendix. To the more thoughtful observer this state of things is a subject of much concern, and a series of able articles under the title of "The Migration of the Labourers to the Towns," by a competent writer signing himself "A Tenant Farmer, Narberth," appeared in "The Welshman" in May and June of this year. As it is important to know how this matter is regarded locally we quote a portion of his concluding article. (*See* "Welshman," June 18th, 1892.)

"It might be thought that by making a labourer a peasant proprietor he would become so independent of the local farmer as to become antagonistic, and would pick and choose the farm upon which he would work, so that the farmer would have no hold upon him, and consequently would not be able to rely upon him when he was wanted. This would certainly be the case if he was given 40 or 50 acres, as the probability is that when he was wanted upon the large farm about the hay and corn he would be engaged at his own. However, the quantity of land to be allotted should be 7 or 10 acres, sufficient to keep a cow or two, according to the quality of the land. My own personal experience of people so situated is that they always do well. At an old farm with which I have been associated all my life there were six or seven such little places, and the people who occupied them were always well off, well clothed, well dressed, and their children were well educated, and the ideal object was obtained. There were plenty of labourers to fill them, whereas those who occupied a cottage and garden were the direct antithesis of this. They had to buy everything and were no better circumstanced as regards the bare necessaries of life than those who live in the heart of a great city; consequently they were always in poverty and penury. Besides the youthful mind when feeding its father's cows and pigs will cultivate a taste for agricultural pursuits, which through life it will never forget, and however circumstanced it may be in after life, will always have leanings towards the country and will always pine to get back there. Town will have no attractions for them. No, the children brought up in a cottage and garden are but little better off than town bred and have little knowledge of what is going on in the big farms about them. These are the people when once they have visited a large town to whom the glitter and glare is irresistible and consequently wish to enlarge it by their presence."

Pauperism.

13. It is also to be noticed that the Unions of Narberth and Haverfordwest have attained a notoriety for their abnormally high per-centage of pauperism, though there is nothing exceptional in the condition of the neighbouring Union of Pembroke. The following table shows the per-centage in each of the three unions:—

——	Narberth.	Haverfordwest.	Pembroke.	England and Wales.
1888 -	4·9	5·5	2·9	3·0
1889 -	4·8	5·5	2·9	2·9
1890 -	4·7	5·6	2·7	2·8
1891 -	4·7	5·4	2·5	2·3

The following table gives a further analysis of the way in which relief is administered in the Union of Narberth:—

——	Number of Paupers relieved in 1888–91.			Amount expended during Year ending Lady Day.			Rate in the £ (on Rateable Value) of In-maintenance and Out-door Relief.
	In-door.	Out-door.	Total.	In-door.	Out-door.	Total.	
				£	£	£	
25th March 1888 - -	54	895	949	414	4,860	5,274	
„ 1889 - -	46	895	941	398	4,716	5,114	1*s.* 1½*d.*
„ 1890 - -	42	888	930	423	4,660	5,083	
„ 1891 - -	49	815	864	454	4,484	4,938	1*s.* 1*d.*

In 1890 (the latest date for which complete returns are available) the ratio of out-door relief to the total amount of out-door relief and in-door maintenance was 91·7 per cent., while the average for Wales was 82·7 per cent., and for England and Wales together 56·4 per cent.

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Remarks of poor law inspectors on high rate of pauperism.

14. The poor law inspectors have repeatedly referred in their reports to the high rate of pauperism existing in Wales, and as some of the remarks found in the last report of Mr. F. T. Bircham, the inspector for the South Wales District, deal with the problem in its relation to rural districts, and is peculiarly applicable to the north of Pembrokeshire, it may be convenient to quote some of it here:—

"I cannot hold out much hope of the workhouse being more used in South Wales than heretofore as a test of destitution, or as a means of drawing a hard-and-fast line between what may be considered the deserving and the undeserving poor, noticing as I cannot but do the aversion with which most of the boards of guardians view a strict application of such a system. With regard to the more characteristically Welsh part of the district this is not so much to be wondered at, and I often think that some of our English critics at poor law conferences and elsewhere would modify their opinions on the subject of poor law administration in Wales if they were more conversant with the traditions and habits of the people and with the features of the country generally. In the agricultural and mountainous parts of Wales the poor have an individuality, and can with some small assistance from the rates exist in a way unknown in more populous localities. They are scattered over a very large and thinly populated area; their houses in secluded valleys and on hill sides are often many miles distant from the union workhouse, while they themselves are personally well known to their guardians who advocate their claims with a pardonable partiality too little checked no doubt at times by any broader view of the well-being of the community than the immediate necessities of the individual case present. But the care that is generally taken to ascertain in the smallest detail the earnings and means of each applicant before the small pittance of out relief is eventually given would surprise many who look only to statistics upon which to form their opinion." (Twenty-eighth Annual Report of the Local Government Board, pp. 256, 257.)

Mr. Murray Browne, the inspector of the North Wales District, however refers to the probable effect of out relief *in keeping down the general rate of wages*. "It is on record," he says, "that the virtual abolition "of out relief in the Union of Bradfield raised the "wages of charwomen throughout the union by six-"pence a day. And I think that anyone who considers "the matter will be able very well to understand "that a similar policy in any highly pauperised union "would be very likely to produce a similar result. ". . . And the like observation applies to all those "'odd jobs' and other labour of an inferior kind which "are at present performed by old men on receipt of "out relief. Were out relief abolished these old men "would probably get better paid, the conclusion being "that the wages of such poor people are at present "paid partly out of the rates while their competition "keeps down the price of the labour of the independent "poor." He also suggests that out relief restrains artificially the movements of population by preventing the poor from going out of this union to other places where their labour is more in demand.

I.—Supply of Labour.

Supply of labourers plentiful except in summer.

15. As a result of the depopulation to which I have already referred there has been a considerable decrease in the number of labourers within recent years. But neither Mr. Culley in 1876 nor Mr. Doyle in 1882 (in his report to the Royal Commission on Agriculture) refers to any scarcity of labourers in the district. It seemed, however, the fashion for employers to complain to me of the present insufficiency which was stated to have commenced within the last decade, often within the last three years. [Evidence Nos. 1, 2.] With many this complaint did not mean much more than that the labour market is not now glutted as it formally was. In very few cases did I find that if there had been more labourers in a district they could have had permanent employment all the year round. The only time that a scarcity is really felt is during haymaking and harvest time, particularly as there is now no immigration of labourers into the district at these seasons, though formerly such was the influx of Irish labourers that the natives greatly complained of the "Hibernian swarm" that inundated the country. Much assistance used also to be given in former days in Wales by village artisans and small tradesmen with their families on all occasions of emergency at the neighbouring farms. But the number of country shoemakers, and tailors, carpenters and blacksmiths, and small shopkeepers has greatly diminished with the growth of the tendency to buy both articles of apparel and of furniture "ready made," as well as to get all provisions from stores in towns. In some parts, however, men who work in Glamorganshire, but have their wives and families living in the district, return for a month or so in summer, so as to assist with the hay and harvest-making at the farms on which their cottages are situated. By those who had acquired a real taste for farming before they went away in the first instance, such a return to the country is regarded as a pleasant holiday.

Disappearance of village artisans.

High rents a check on the employment of labour. [Evidence 2, 6.]

16. One peculiar feature of my inquiry in these districts was that from first to last I was uniformly told that, so long as rents remain what they are, tenant farmers cannot afford to employ a sufficient number of labourers and pay them at the present rate of wages. It was pretty generally recognised that more labourers should be employed so as to keep the land in a good state of cultivation, but that much of it was being neglected, or laid down in pasture, for want of capital to carry out improvements which are as a rule effected by the tenants and not by the landlords. It was stated that rents had been steadily advanced up to 1870, and that since then no permanent reductions have been made, though several landlords have granted abatements. Last November a great number of farmers throughout the southern half of the county combined and presented to their landlords a memorial praying for a reduction. Recognising the gravity of the situation, the "Western Mail," a South Wales daily paper of considerable influence, sent a representative to inquire into the condition of the agricultural interest, and a somewhat gloomy picture drawn by him was the result. Still more recently a representative of another newspaper, "The Welshman," in writing of "the bad prospects of farming in North Pembrokeshire," in the issue for the 4th of June last, puts the following jeremiad in the mouth of a typical farmer of that district:—"It is impossible for farmers to go on much longer as "things are. . . . A farmer who has several sons "ready to work for their bare food and a suit of "clothes are not quite so bad, but if the land is to be "worked most of us must get labourers, and they "cannot be had unless we offer wages which the land "would never enable us to pay. . . . Hardly any "small farmers that I know had capital or other means "of meeting these bad times. . . . Some of us will "go down, and that very shortly; but though the "majority may try to hold on a little longer, it cannot "last if rents, tithes, and rates remain as they are at "present." It should be stated that the labourers also attributed the comparatively small demand for labour to the high rents, and a striking instance of this may be found in the written statement prepared by the labourers at St. Ishmael's (Haverfordwest Union). *See* Appendix 8 B.

Causes of increasing inefficiency of labourers.

17. Owing to this depression farmers make shift with as cheap and as little labour as they can possibly get along with. Young lads or "crots," according to the dialect of the district, act as carters and ploughmen, &c., provided they can go on journeys without any accidents, and hold the plough a few inches deep in the ground. Little or no opportunity is given them of acquiring skill in any special department of farm work, such as ploughing, or shearing, thatching, or hedging; and when they attain to the age of 18 or 20 they make for Glamorganshire in large numbers. Those who marry very early are, however, unable to migrate in this way, as a removal is not so easy a matter for them. Ploughing and other matches which were frequently held in the district in former years, are now almost entirely discontinued, while the farmers' clubs of the present day do very little if anything towards encouraging skill among the labourers. As a reproach to the present generation, it may be interesting to bring back to memory the fact that in 1813 the farmers' club, or sheep shearing, which was annually held at Narberth was offering *inter alia* premiums to the "three best "Welsh ploughmen, the greatest orchard planter, and "the three best companies of turnip hoers"; but Narberth cannot boast of a farmers' club at present, whilst ploughing and shearing matches are things of the past in the district.

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II.—Conditions of Engagement.

Servant men hired by the year.

18. The young servant-men* who form the major part of the hired farm labour in the Narberth Union are engaged annually in October. About a dozen hiring fairs are held in different centres throughout the county between the middle of September and the commencement of November. Formerly most of the servants, including the girls required for dairy, domestic, and other farm work were engaged at those fairs, but latterly owing to an increasing scarcity many farmers have to engage their servants privately at their own homes, or whenever opportunity occurs, sometime before the fairs. To seal the contract, 1*s.* is given as earnest money, but in the northern part of the union it has become far too customary for young men after being once engaged, to return the earnest money and engage themselves to another farmer. Even employers of labour, who ought to act otherwise, will often tempt, with the offer of a higher wage, a young man or woman to break his or her previous contract before the commencement of the service. As the agreement, according to the custom of the country, is a purely verbal one, it cannot be enforced, so that the servant who annuls his contract cannot be visited with any penalty. The adoption of a written agreement to meet cases of this kind appears to be highly desirable.

Hiring fairs.

19. The hiring fairs,† extending as they do over a month's time, place temptations of this kind in the way of younger people, and a fair held as late as the 1st of November at Little Haven (in the Haverfordwest Union) popularly known as a "runaway" fair, gives an opportunity for those who have "run away," after a few days' trial, from their new place of service, to re-engage themselves to other employers. The year of service is supposed to commence on old Michaelmas day, but, as a fact, it is about a week or ten days later that service is entered upon, the intervening period being taken as a holiday by those who change their place of employment.

Engagement of labourers practically by the year.

20. It is difficult to say whether the engagement of labourers who live in cottages apart from the farm-house is a yearly or weekly one. The wages are invariably stated as being so much per week, and a week's notice is generally sufficient to terminate the service. On the other hand, where cottages are held in part payment of wages, the tacit understanding is that the engagement is yearly, and in this matter much depends upon such an understanding, and upon the custom of the country which would deprecate the discontinuance of service on either side in the middle of the year. For labourers, the year of service commences about (new) Michaelmas, and not at old Michaelmas as in the case of servant men.

Hours of work.

21. As to the hours of work, the replies which I received vary considerably for different districts. Ordinary labourers appear, however, to work nearly everywhere about 10½ hours a day, excluding the time allowed for meals. About half-an-hour should also be added as the average time occupied in going to work and returning therefrom. Servants living on the premises have generally a longer day, amounting to about 12 hours, exclusive of meals. The differences in this respect may, however, be seen by reference to the following table:—

Hours of Work.

Name of District.	Carters, Horse-keepers, and others in charge of Animals.	Ordinary Labourers. Summer. From	Summer. To	Winter. From	Winter. To	Women.	Meal Hours allowed.	Sunday Work.
Cardigan and Newcastle - Emlyn Unions (in Pembrokeshire).	5.30 a.m. to 7 p.m. These, for the most part, are yearly servants living at the farm-house, being often young men of the farmer's family.	6	6	7 or 8 a.m. or during daylight.	6	8 a.m. to 6 p.m. in summer. Not engaged in much winter work.	Half-an-hour for breakfast, about one hour for dinner.	Feeding cattle done by the hired farm servant boys. Day labourers are rarely employed on Sundays.
Welsh portion of Haverfordwest Union.	Same remark applies - -	6	6	Do. -		Do. -	1½ hours -	On Sundays in winter (only) there is about one-seventh of an ordinary day's work.
English do. -	5.30 to 7 in winter; 6 to 6 in summer, except during hay-making time. In the English districts of the county the carters, &c., are labourers living in their own cottages.	6	6	7	5	8 to 6 (summer), 8.30 to 5 (winter).	About 1½ hours	Those in charge of animals are engaged for from two to three hours in the winter.
Castlemartin district.	6 to 6 summer - - -	6	6	7	5	9 to 6 (summer)	1½ hours: half-an-hour for breakfast, one hour for dinner.	About one-tenth the number o men are employed on Sunday work.
Narberth Union: English district -	6 to 7 in summer - -	6	6	7	5	—	Between 2 and 3 hours.	—
Welsh district -	7 to 5 in winter - - - Same remarks as in Cardigan Union apply here.	6	6	During daylight		—	1½ hours -	*See* remarks opposite Cardigan Union.

III.—Wages and Earnings.

Wages paid partly in kind.

22. Throughout most of the Union, the cash payment made in respect of wages does not at all represent the actual earnings of the labourer. According to a practice which is almost universal in Wales—at all events among native farmers as opposed to Englishmen or Scotchmen who have migrated to the country—the labourer's food is provided by the farmer, and must consequently be taken into account as a payment in kind of a part of the wages. There are also, as a rule, perquisites and allowances to be taken into account, with which I shall deal with some minuteness.

Another difficulty in arriving at accurate estimates of earnings is that Welsh farmers rarely ever keep any accounts, such as books of wages, &c.

Servants' wages.

23. Taking in the first place the wages of servants, I found that in the parishes to the north of the union, extending from Maenclochog to Eglwys Fair a Churig, about the highest wage paid to a servant appears to be 14*l.* a year, but to this is usually added the pasture of a sheep and her progeny, and occasionally the carriage of a load of "culm"* to some place in the neighbourhood selected by the servant, such as his parents' home. The former "privilege" is estimated at 2*l.* a year, and the latter at 10*s.* Curiously a male servant's washing is never included, but it is generally done for him by either his mother or the wife of some other labourer, the usual charge for it being from 1*l.* to

* In Wales the expression "servant" (W. "gwas") always refers to a man (generally unmarried) lodged and boarded at the house of his employer.

† The following is a chronological list of the fairs that are still designated "hiring fairs" in Pembrokeshire, and most of West Carmarthenshire:—*Maenclochog, September the 16th; *Llanboidy, September 18th; *Henfeddau near Llanfyrnach, September 27th and October 27th; St. David's, first Tuesday in October; Haverfordwest, October 5th; Fishguard, 8th and 9th; Pembroke, 10th and 29th; Mathry, 11th; Herbrandstone, 12th; *St. Clear's, 12th; Little Haven, November 1st.

Those marked with an asterisk are in, or near the boundary of, the Narberth Union.

* "Culm" is the friable or powdery coal which, when mixed with wet clay and rolled into the shape of small balls, constitute the chief fuel of Pembrokeshire. It is very economical, as it burns slowly, and when once made up in the morning requires no tending for the rest of the day; like the vestal fire it is practically never allowed to go out. It is calculated that from three to four tons of it mixed with the proper quantity of clay will generally last a labourer's family for a year. The term "culm" was originally applied to the "inferior slaty coal of Devonshire," and is to be found in early statutes and cases relating to coal.

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1*l.* 5*s.* a year. Throughout the rest of the union, to the south of a line drawn from Clarbeston Road to Llanboidy, the wages of an unmarried man, including his board and lodging, range from 18*l.* to 20*l.* a year, but without any other allowances; lads of 15 and 16 years of age get 7*l.* for second year of service.

Wages labourers

24. As to labourers, who, as I have already mentioned, generally live on the farmers' finding, a few instances of the terms of engagement will illustrate how the standard of wages varies in different districts. Thus in the Maenclochog and Eglwys Fair a Churig district the labourer has, as a rule, a small holding of a few acres which a farmer sublets to him as a "bound tenant," that is on the condition that he is to work on that particular farm. He is also paid 6*s.* a week for his work all the year round, though some receive 7*s.* 6*d.* a week in the summer months. His employer carries his hay and coal, and if he tills any land he also ploughs it for him and carries his corn. The labourer, on the other hand, pays a rent for his holding generally at a higher rate than that at which the whole farm of his employer is assessed, this higher rate being due partly to the occasional want of repairs on the small holding, and partly to the fact that the work done for the labourer in carting hay, &c., is an element taken into account in the assessment of the rent. It is, however, complained that if and whenever the farmer gets an abatement of rent a proportionate allowance is never made to his under-tenant the labourer. It is also difficult to get the buildings of such small holdings repaired, with the result that this is one of the chief causes of their amalgamation into big farms. In other parts of the union the wages of labourers, whose food is similarly found by the farmer, was stated to be in some places 8*s.* a week, in others 9*s.* in cash payment, but a cottage and garden, the haulage of all culm, and the planting of a certain quantity of potatoes were included free of charge. In many, and perhaps the greater number of cases, potato land should not be included among the earnings as it is customary for the labourer's wife to pay for it by working herself at the harvest on the farm. Alongside with the labourers who live on the farmer's finding, are also to be found a certain small number of labourers providing their own food, and receiving wages varying from 11*s.* to 13*s.* a week about Clarbeston, and 15*s.* around the town of Narberth, and in parishes to the south of the union.

Comparison of boarding and non-boarding systems.

25. The concurrent existence of the boarding and non-boarding systems enables one to form an estimate of the value set upon the food given to labourers in the district. Thus in the southern parishes 15*s.* a week on their own finding is considered equal to 9*s.* on the farmer's finding. This shows a difference of 6*s.* a week, or 1*s.* a day, which I take as approximately equivalent to the value of the food supplied. In making this calculation I have adopted the highest wage under both systems so that possibly the *average* wage would leave a smaller difference for the food, reducing it to what I consider to be its probable value, namely, 10*d.* a day, or 5*s.* a week.

Proceeding northwards the difference allowed for food becomes less, for at Llanboidy labourers are paid 1*s.* 3*d.* a day on the farmer's finding, while the estate labourers at Maesgwynne get 2*s.* a day on their own food, so that a difference of 9*d.* a day, or 3*s.* 9*d.* a week, is left for food. But perhaps a comparison, which includes estate labourers, is scarcely fair, particularly as I found at Clynderwen, a district similar in many respects to Llanboidy, that 9*s.* a week with food was considered about equal to 12*s.* on the labourer's finding, 3*s.* a week (or 6*d.* a day) being so set off as against the food. This was, in fact, the sum which Mr. Culley found that the farmers allowed for food, in 1867, throughout the union as a whole, but in his own calculation of its value he took it to be worth 8*d.* a day, or 2*d.* a day more than the farmer's own estimate. I do not, however, feel inclined to set upon it a higher value than that allowed for it by the farmers themselves in their own calculations of wages; and though I have referred to the food as being that of the labourers, still in the northern districts the farmers themselves and their families live on exactly the same diet as the labourers (in the case of small farmers it is often coarser and poorer), and I do not think I would be at all under-estimating its value or exaggerating the extent to which it prevails, in stating that quite one third of the agricultural population of the union live on food that costs only 6*d.* a day. I regard this not as a subject of reproach to the agricultural class, but as one that reflects the greatest credit upon their thrift and the simplicity of their lives, (*See also* evidence of Mr. W. A. Brigstock on this point.) Thus in the parish of Eglwys Fair a Churig, for instance, the labourers (and farmers also) still live under a Spartan *regime* which permits of only three meals a day, viz.: (1) a breakfast consisting of coffee and bread and butter; (2) a dinner, which consists in winter of broth (W., "cawl"), salt, meat, and potatoes, and in summer of flummery and milk with bread and cheese; and (3) some supper of broth and bread and cheese. The women of the household, however, take an afternoon tea, which in harvest time is also given to the men. The bread used in these parts is made of wheat and barley flour mixed, though there is till some made of the flour of barley and oats mixed in the sowing (known as "Shipris"). The cheese, made of skim milk only, is tough and leathery, and is generally sold at about 2*d.* per lb. Except in the parishes on the mountain side towards the north, four meals a day are generally given; none but wheaten bread is used, and flummery and broth have been almost entirely superseded by tea. In some of the English parishes, *e.g.*, Martletwy and Slebech, five meals are pretty generally given in the summer, and in some places all the year round.* In no part of the union does it appear customary to give meat more than once a day; it is always salt meat, generally bacon. In the northern parishes no beer is ever allowed, most of the inhabitants being, in fact, total abstainers. In the Llanboidy district the farmers brew some weak table beer for use in summer and this is also done in the English district, but no beer is, however, given at any time except in the hay and corn harvest.

Comparing these facts with those collected by Mr. Culley in 1867 as to food and wages, I find there has been a slight improvement in respect of both in the intervening period, particularly in the southern parishes.

Estimate of earnings.

26. Recapitulating and summarising these facts I find the following to be the earnings in the district:—

I. Single men hired by the year and boarded at the farmhouse, (*a*) in the district to the extreme north, receive 14*l.* a year in money, a sheep's pasture estimated at 2*l.* a year, food at 6*d.* a day (or 3*s.* a week), making 7*l.* 16*s.* a year, and lodging at 1*s.* a week, making 52*s.* a year and a total of 26*l.* 8*s.*, or a little over 10*s.* a week in actual earnings.

(*b*) In other parts a maximum wage of 20*l.* and somewhat better food, assessed at 10*d.* a day (or 5*s.* a week=13*l.* a year) and 1*s.* a week for lodgings, make the total earnings 35*l.* 12*s.* a year, or about 13*s.* 8*d.* a week.

II. Labourers whose food is found by the farmer are in receipt of a maximum wage of 9*s.* a week (23*l.* 8*s.* a year), and estimating their food at 10*d.* a day, haulage of fuel at 30*s.* a year and a cottage and garden at 52*s.* a year, making the total earnings 40*l.* 10*s.*, or about 15*s.* 7*d.* a week.

III. Labourers who live on their own finding are generally paid 14*s.* a week and cottage rent free or 15*s.* without, which makes 39*l.* a year, the only other allowance being haulage of culm, estimated at 30*s.*, which increase the annual total to 40*l.* 10*s.*, which exactly corresponds to the earnings of the previous class of labourers. If, however, potato ground be also given free, a further sum of 26*s.* a year should be added, so making the weekly earnings 16*s.*

Practically no piece-work.

27. At the present day practically no piece-work is ever given to the labourers, so that it is not an element that has to be taken into account in my estimate of the earnings. Mr. Culley referring in his report, "to such piece-work as the Welsh understand," mentions only the mowing of corn and hay as well as carpenters' and masons' work. The former has been almost entirely superseded by the introduction of machinery, while as to the latter class I inquired only into the amount of their daily wages.

Wife's earnings.

28. The family fund is to some small extent still augmented by the earnings of the wife. In some cases it is a condition of the tenure of the cottage that the labourer's wife should work at the hay and corn harvest

* Writing in 1601 George Owen, in comparing the Welsh with the "Flemings" of Pembrokeshire, taxes the latter with "excessive eating," —"for of custome at certain seasons and labours they will have "five meals a day, and if you bestow the sixth on them they will accept "of it very kindly, and if they be but little intreated, they will bestow "labour on the seventh meal."

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on the farm; in others she pays with her work for the manure supplied by the farmer to the labourer's potato ground or for the carriage of culm. But for all work which does not fall in this category she is paid, thus the usual rates for hoeing and pulling turnips and for haymaking in the northern parishes is 8*d.* a day, while 1*s.* is given in the corn harvest; in some of the southern parishes 1*s.* a day appears to be a standard wage for all kind of women's work. The wife also adds something to her earnings by washing and knitting, while the poultry and fruit from her garden are laid under contribution so as to swell the contents of the family exchequer.

Diet of wife and children.

29. There seems no doubt that the wife and children are considerable losers under the system of boarding the labourer at the farmhouse. As part of his payment is given in his food, he has not so much to bring home to his wife as the labourer who finds for himself, and because he does not return to his meals during the day the wife makes shift with tea and other slops all through the day and everyday. This is also the children's fare, except when they have to take their dinner with them to school, in which case they dine on bread and butter or bread and jam, the latter becoming very common in the district. Much of the indigestion from which women in this position suffer is attributable to the pernicious habit of drinking tea for every meal in the day, while as to its effects upon the health and physique of the coming race one prefers not to predict. Where there is a cow kept a milk diet (skim milk) is, however, used, though sparingly, for Welsh labourers and peasants are far too frugal to "kill the goose that lays the golden eggs" for them. It is also too often the case that when a pig is killed the best parts of it, *e.g.*, the hams, are sold so as to pay for its feeding. The prevalence of scrofula in the rural districts is entirely due to the great use made of salt meat as an article of diet among labourers and farmers.

IV.—Cottage Accommodation.

Inferior nature of farmhouses.

30. I have already referred incidentally to the question of cottage accommodation, the great number of those which are vacant and uninhabited, and to the general conditions of the tenure under which they are held. Before I further supplement these remarks, I may briefly refer to the state of the farmhouses, which, in the northern parts of the county of Pembroke are often far from satisfactory; not only are they badly situated and have badly arranged outhouses, but the domestic accommodation is generally too limited to permit of all the servants, as well as the members of the family, to sleep within the farmhouse; the result is that young servant men invariably, and the farmer's sons occasionally sleep over the stables or cowhouses in rooms that are often only partially partitioned off from the rest of the loft where there is generally a quantity of hay or straw, and the greatest risk is incurred by the use of unprotected lights, &c. in places where so much inflammable matter is stored. Formerly the body of a long cart, placed on the floor and filled in with straw, was used as a bed, and though these have now largely disappeared, there are still too many specimens to be found in out-of-the-way places.

Alleged immorality of Welsh labourers.

31. But a more serious evil arises from the fact that under such circumstances the young men are under no restriction at night, and are therefore able to go about "courting" according to the custom of the country. This means that they visit their sweethearts,—servant maids and daughters of farmers, at other farmhouses after all have retired to bed, and are admitted by them into the house, where they remain until 2 or even 5 o'clock in the morning. Though the parties are generally careful not to disturb the household, still this kind of courting is done with the connivance of the employer who excuses himself on the alleged ground that it would be too difficult for him to keep any servants if he restricted them in these respects. Many young men 'sit up' three or four nights a week, each night with a different girl, and they can scarcely be expected to be such efficient workmen on the days that follow these customary vigils. It is this custom of night courting which is at the very root of all the charges of immorality which are so frequently brought against the Welsh people, who, however, in spite of this ugly custom, compare not unfavourably with the inhabitants of other parts of the kingdom. It is, for instance, a prevailing idea that the number of illegitimate children born in the rural districts of Wales is above the average for similar districts in England, but statistics do not support this view. I have already pointed out that for the Narberth Union the proportion of illegitimate children born is 1·1 to every 1,000 persons living as compared with 1·3 for England and Wales. The number of orders in bastardy, I was informed by the clerks to the justices, for the different Petty Sessional Divisions has greatly diminished in recent years. Referring to this question in his Report for 1890, the Registrar-General excludes South Wales from, but includes North Wales in, his list of those districts where the per-centage of illegitimate children is abnormally high. I shall therefore reserve the fuller treatment of this question, which has so important a bearing on the life of the agricultural labourers, until such time as I report on one of the North Wales counties in which I may find such a state of things as to demand special comment.

B.-II. Narberth

Description of cottages.

32. Labourers' cottages throughout the district are generally dispersed on farms, and there are several parishes in the union that have no village at all; the main roads are in many place slined with cottages, while their whitewashed walls make them stand out clearly in the mountain landscape on the side of the Precelly range, such as at Maenclochog. There is a growing tendency, however, to congregate together so as to live near the schoolhouse, and the chapel, while proximity to the village shop is undoubtedly a consideration for the labourer's wife. Here, as elsewhere, there are two types of cottages, an old and a modern type, the old ones being perhaps as primitive in their style as any to be found in the whole of Wales. "A mud walling of "about 5 feet high, a hipped end, low roofing of straw "with a wattle and daub chimney, kept together with "hay rope bandages, and frequently from its inclined "posture making a very obtuse angle with the gable "end over which it hangs." This was a description of the exterior written in 1814, and it still applies to the older class of cottages. The interior arrangements have been also fully described by Mr. Culley in his report in 1867, so as to render it unnecessary for me to dwell upon the details here again. There are no new dwellings built with this mud walling, but I saw some pigstyes wherein it was used, in course of construction, and in those cases, layers of straw or rushes were intermixed with the mud so as to bind it together. These cottages, and particularly the huge open chimneys which are so characteristic of them, are spoken of by some as of Flemish origin, but it should be noticed that throughout Gower, where there is a similar Flemish colony, all the cottages are stone-walled.

In this class of cottages there are generally two rooms downstairs, which provide all the accommodation of the cottage. Upstairs there is generally a long rambling unpartitioned loft, incapable of being utilized for any purpose except that of a lumber room, as the roof, which is neither ceiled or rendered, reaches to the floor, and no light is admitted except occasionally through a window in the gable end of the house; as there are therefore only two habitable rooms in most of these cottages, the greatest economy has to be exercised as to space, and the beds in use are often such as can be so converted in the daytime as to have the appearance of a cupboard or chest, with the bed clothes folded inside.

Though these cottages are perhaps still in the majority throughout the rural parts of the Union, they are gradually being replaced by ordinary stone-walled two-storied cottages with a slate roof, and having two rooms downstairs, and two or three upstairs. All that can be said against the new cottages is that they are often left in a more or less unfinished state, *e.g.*, without a ceiling upstairs, so that they are scarcely wind and water tight. Seldom are there found any water shoots under the eaves, or much pavement in front of the doors, with the result that when it rains and when slops are thrown out, pools of dirty water form in front of the house, causing in time, foul and dangerous exhalations to rise and enter the dwelling.

Limited bedroom-accommodation.

33. One inevitable consequence of the fact that only two rooms are generally available both for sleeping and living, is that both the male and female members of the family have to sleep in the same room though in separate beds. There is no reason to think, however, that this injures the moral sense of the people.

Practically, no attention is paid to the ventilation of houses in Wales; in fact, it is to be observed that agriculturalists, whether farmers or labourers, often prefer a closely-packed, ill-ventilated room to an airy one. For instance, country chapels and too many rural schools in Wales are seldom ventilated at all, and

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even when there are proper means of doing so they are never used. In fact, chimneys which are not in use are often stuffed, so that no air should pass through them. The liberal use of lime for white-washing the walls of all the outhouses has a good sanitary effect, though the practice is not so general in Pembrokeshire as I previously found it in Glamorganshire.

The drainage is always mere surface drainage, which, as Mr. W. O. Brigstock remarks, are safer than faulty covered drains, as being exposed to the air the noxious gases are blown away owing to the physical configuration of the district. As a hilly country, the supply of water is everywhere plentiful and of excellent quality, and the sanitary authorities have also taken precautions to prevent the pollution of drinking water, by covering in open wells. The greater proportion of the cottages and very many farms have no privies attached, and it is often the case that where there are some they are not used, as the labouring class in the country seem to have an objection to them. As the houses are scattered over thin and sparsely populated districts no nuisance arises in this respect. Nor do pigstyes create a nuisance except where they are built against the dwelling-house, but the vigilance of the sanitary authority has, in most cases, led to their removal to a distance, generally to another corner of the garden. As I have already mentioned in an earlier part of this report, the cottages are generally held by the labourers from their employers, the rent, generally estimated at an average of about 2*l.* 12*s.*, being allowed as part payment of the wages. When a rent is paid it varies from 2*l.* to 5*l.*, in which case the rates are also paid by the labourer.

V.—Gardens, Allotments, &c.

Smallness of gardens

34. As the labourers' cottages are not, as a rule, grouped together in villages, there is a garden almost invariably attached to every cottage, though according to modern ideas on that point it is very small in size. Nowhere did I see or hear of one measuring ¼ of an acre, and the vast majority would be under even ⅛ of an acre. This defect is generally remedied by the custom of granting potato grounds for the labourers in the farmers' fields, and this is, as a rule, preferred by the labourers, as spade cultivation is thereby dispensed with, for the farmer prepares and manures the ground himself. The cottage garden is therefore used for early potatoes, and such other vegetables as turnips, leeks, carrots, and parsley, which are generally boiled together in the hotch-potch broth or "cawl." But even in the garden the potato preponderates over every other vegetable, so that everything else is on a much smaller scale than in other parts of the country. Fruit is cultivated only to a very small extent, either by farmers or labourers. "The scarcity of orchards" in Pembrokeshire was a subject of complaint with George Owen in 1603, and it continued so in the time of his annotator a century later; it was also a complaint made in 1814 by the Rev. Walter Davies in reporting on the agriculture of South Wales to the Board of Agriculture. It has been suggested that this is due to a popular impression that orchards do not flourish when exposed to sea-air, but whether that is so or not I am unable to say. As to bees, very few are kept, except, perhaps, in the Llanboidy district. Local horticultural shows might do much to encourage the cultivation of a greater variety of vegetables, fruit growing and bee-keeping. In this respect the Llanboidy show, which has a great number of classes for farmers and labourers only, has already done much good, especially as a course of instruction in general cookery, soup-making, &c., was conducted in the village a few years ago by Miss Powell of Maesgwynne (with the help of her own cook). A considerable improvement in the diet of the labourers was then observed to result therefrom. In this respect the wives of farmers are quite as much in need of instruction as those of labourers, as practically all the cooking that most of them are capable of is the boiling of broth and the brewing of tea.

No allotments, except in form of potato grounds.

35. As to allotments, using the term in its technical sense of plots of land appropriated under an enclosure* award, there is only one instance to be found in the whole of the Narberth Union, viz., at Pendine, where 3½ acres were set apart by the Enclosure Commissioners "for the use of the labouring poor." The whole area is now let for grazing purposes and is held conjointly by three labourers. It is described as wholly unsuitable for garden cultivation, which was also the character given to it in 1867 when Mr. Culley inquired into its use.

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I believe there are some instances of the enclosure of commonable land which have occurred within the Union since the Act of 1845, but no provision has been made for setting aside portions thereof for allotments. But the only case of which I was definitely informed was in Crunwear parish. Allotments in the more popular sense are also unknown in the district, namely, a piece of land let to a person whether compulsorily under an Act of Parliament or voluntarily by private landowners to be cultivated by the tenant as an aid to his sustenance, but not in substitution for his labour for wages. What is found almost everywhere, however, in the district are the potato grounds, to which I have already referred, and which are set apart for the labourer in the farmers' own fields. Unfortunately I have no means of estimating the number of these potato grounds, but they are, to say the least, exceedingly numerous, and any labourer who desires one can, as a rule, readily obtain a plot for the purpose.

Potato grounds.

Small holdings.

36. The chief feature of the district is, however, its small holdings, though they do not appear to be now so numerous as they formerly were. They are most frequently found in the northern district where they were referred to as forming the chief inducement for labourers to remain in the country. Those who hold them are generally regarded as "bound tenants," *i.e.*, they hold under the condition of working for their landlord (generally a tenant farmer) when required; and as in some cases it is only in the harvest time that employment is assured them, it is a source of complaint that owing to such a condition they lose the chance of obtaining work elsewhere in the winter. One important advantage of these holdings is that they fill a great gap in the daily life of a labourer's wife by giving her definite work to do, without which she is apt to get demoralised. The children are also able to have a milk diet—and, what is also very important, to acquire a taste for manual labour, particularly agriculture.

Speaking of the number of these holdings, it was recently stated by Councillor Lewis James that in his division, which comprises three agricultural parishes in the neighbourhood of the town of Narberth, he found that out of a total of 230 holdings, 165 are small holdings under 50 acres; in the northern part of the union they are still more numerous.

Survivals of primitive tenures.

37. Cow-pastures are also not unknown in some parts of the district, though they are far from general. Where they do exist, the charge for them seems to vary from 3*l.* to 5*l.* a year. There are also on the Carmarthenshire border of the district a few survivals of a custom which appears somewhat analogous to the *métayer* system, which is almost universal in certain provinces of France and Italy. It is called in the district by the Welsh name "hafod" (which, when properly applied, means an entirely different thing, viz., summer pasturage), but the term "maerwriaeth" is used for it in other parts of Carmarthenshre. The custom is that the cattle are hired at so much per head, the aggregate sum raised thereby being accepted as the rent of the land, and all the implements and utensils are let with the land. The tenant is obliged to return the cattle and other things in the original state, due allowance being made for the wear and tear and natural depreciation. Other survivals of agricultural customs are also found at Stackpoole, at Trevine, near Mathry, and at St. Nicholas, near Fishguard, and are described in the evidence included in the Appendix.

VI.—Friendly Societies.

Scarcity of friendly societies.

38. The high rate of pauperism for which the district is so notorious is to some extent attributable to the fact that friendly societies are but little availed of by the labouring classes. Unfortunately some old societies which once existed had to be compulsorily wound up, owing to bad management or to the embezzlement of their funds by dishonest officials, so that little or no confidence is now felt by many labourers in such associations. The late Mr. W. R. H. Powell, of Maesgwynne (some time M.P. for Carmarthenshire), made a

* As late as the commencement of the 17th century the greater part of the county was described as "champion" or unenclosed, having but "few hedges or enclosures," with the result that over 3,000 of the younger men "were turned to the open fields to follow their cattle," being exposed to all the privations of a changeable climate. (Owen's Pembrokeshire, pp. 42, 107, and 146.)

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laudable effort in 1874 to fill this gap by the establishment of a society for the united counties of Carmarthen, Pembroke, and Cardigan, somewhat on the principle of the societies which had proved so successful in the counties of Hants and Wilts. All the rules and tables of the new society were prepared under the best actuarial advice, and great care was taken in the selection of a committee of management and the other officers, so as to restore if possible the confidence which the labourers had lost in such organisations. The movement has not, however, met with the success which it deserves, for, according to the report for 1890, only 18 branches or lodges had been established in West Carmarthenshire and the whole of Pembrokeshire, with a membership roll of 330, largely drawn from the agricultural population, for which it was primarily intended. Another organisation, that known as the Rechabites, which, along with the adoption of the principle of total abstinence, possesses all the usual advantages of friendly societies, has also been introduced into the district recently, with the result that, according to a report made up to June 1891, there were nine lodges or "tents" in the north of Pembrokeshire, with 419 members. This number has since been considerably increased, particularly at Whitland and Narberth. There are also a few lodges of Oddfellows and two or three purely local societies; but, after all, far too many of the labourers still keep aloof from these societies. Farmers often join as ordinary members, particularly in the north, but hardly any are honorary members, as in fact they could scarcely afford a membership which did not make a provision for themselves in ill-health and old age. The more ordinary method of investing savings is by depositing them in the Post Office savings bank. As the result of inquiries I found that servant girls open small banking accounts oftener than the young men; this was particularly the case in the remoter districts, for servant girls who are near to the larger villages or the towns are more apt to follow the changeable fashions of dress, and waste their wages on gaudy millinery. Servant men are sometimes permitted by their employers to do a little dealing on their own account by purchasing a pony or a few sheep with the view of re-selling them after a season at a profit. The custom of allowing the pasture of a sheep or two in part payment of the wages in the northern district is specially favourable to such small experiments.

VII.—General Relation between Employer and Employed.

Concluding remarks.

39. None but the friendliest of feelings exists between the employer and employed throughout the district, and it would be difficult to find any place where the one class takes a more sympathetic interest in the difficulties of the other. It is true that in the south of the county an attempt was made about a year ago to induce the labourers to join some kind of a league or union, and the movement was so far successful as to make some employers advance their wages by 1*s.* per week, yet the agitation was not conducted in any hostile spirit, and as soon as an advance was granted the attempted organisation came to an end. For it may be said that the patriarchal relationship which existed at one time between master and servant has not been entirely displaced in favour of a purely commercial transaction; the servant is still regarded as a member of the family, his master takes an interest in his social, and still more so in his religious, condition; he enforces his attendance at a place of worship, at the Sunday school, and at prayer meetings. And it must not be thought that all this does not produce some good results, for there is in this, as in all the other rural parts of Wales, an almost total absence of all serious crime, so that Her Majesty's judges seldom have any criminal work to do in Wales, which is therefore styled by enthusiastic patriots, "The land of white gloves." If the servant is himself a member of any church he conducts the daily family worship alternately with the head of the household, while as for labourers it is not at all unusual to see them holding offices of importance and sitting in seats of authority at the chapel where they worship or the Sunday school which they attend. This state of things tends to equalise the conditions of rural life and to prevent any great social cleavage between labourers and their employers, while it tends to accentuate the great line of demarcation which exists between these two orders and the landowning class, which generally differs from the former in respect of race, language, and religion. Owing to the great number of small holdings, the lot of many a labourer who is in receipt of a regular weekly wage is much better than that of scores of struggling farmers who pay high rents for small holdings of poor mountain land. In fact, there is no doubt that while the condition of the labourer in the district has to some extent improved in recent years, the small farmer has not only not remained stationary, but has gone from bad to worse, owing to continued depression in agricultural prices. At the same time, the characteristic land hunger of Wales does not appear to have in the least degree diminished, as the competition for farms, particularly small holdings, is as keen as ever. When our typical small farmer has children at home they have to spend the best years of their life working as no hired labourer ever works, without the least prospect of any payment save only the reward of feeling that they keep a home for their parents, for whom a notice to quit would often be scarcely less terrible than a death warrant. No praise too high can be given to the peasantry of Wales for their thrift and industry, their hard living, and their endless toiling, which after all never end in miserly selfishness, but are invariably directed towards providing for their children a happier and better lot than that which is their share. The thirst for an education which should improve the social position of its recipient is one of the most striking traits in the character of the Welsh peasantry, and the University College of Wales at Aberystwith, established mainly with the subscriptions of working men, is the concrete embodiment of that lowly ambition. This and similar institutions have already diffused throughout the country ideals of a life other than one of dull and poorly remunerated toil, but in addition to free elementary education, which is already enjoyed, cheap intermediate education, now in course of being provided, will still further tempt the rising generation to look for occupations wherein the value of education is recognised, and unless the attractiveness of country life is correspondingly increased and an intelligent interest created in agricultural pursuits by means of technical or scientific instruction, the depopulation of the rural districts of Wales will probably go on at a faster rate in future than it has done in the past, until those who still remain behind will be scarcely numerous enough to act as shepherds and stockmen for the herds of sheep and cattle, at a time when grazing has become the only kind of farming possible.

I have the honour to be, Sir,
Your obedient servant,
(Signed) D. Lleufer Thomas
(Assistant Commissioner.)

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APPENDIX A.

NARBERTH UNION.—PARISH STATISTICS.

Name of Parish.	Area in Statute Acres.	Rateable Value (1890).	Population in 1881.	Population in 1891.	Number of Houses in 1891.			
					Inhabited.	Uninhabited.	Building.	Tenements of less than Five Rooms.
		£ s. d.						
Amroth	2,878	2,376 2 11	733	718	173	3	1	104
Begelly	2,447	2,006 15 6	558	439	28	6	—	71
Bletherston	2,366	1,711 19 9	244	236	50	—	—	28
Clarbeston	1,588	1,276 19 8	153	147	32	1	—	16
Coedcanlas	843	532 4 11	84	100	22	2	—	15
Crunwere	1,690	1,134 9 3	212	179	43	4	1	29
Crinow	352	597 18 2	65	58	14	3	—	5
*Castle Dwyran	666	629 16 0	87	113	19	—	—	7
*Cyffic	4,556	2,335 16 5	452	403	86	2	2	38
*Cilymaenllwyd	3,505	2,066 7 3½	487	474	109	3	—	64
East Williamston	1,431	1,178 8 0	493	399	101	16	—	73
*Eglwys Fair a Churig	2,618	1,018 13 0	243	242	56	1	—	31
*Egremont	1,006	731 6 6	114	107	22	1	—	15
*Eglwys Cummin	3,740	1,526 12 5	245	240	45	3	—	18
Grondre	210	228 9 0	59	63	14	—	—	9
*Henllan Amgoed	1,033	911 19 4	145	116	29	—	—	18
Jeffreyston	2,357	2,043 1 7	494	448	110	7	—	76
Llandilo	1,132	215 3 10	97	81	24	1	—	16
Llandissilio, W.	1,748	1,626 19 7	404	416	109	3	—	71
*Llandissilio, E.	4,719	3,237 7 6	611	573	119	11	—	65
Llanfallteg, W.	418	530 12 0	72	61	11	2	—	6
*Llanfallteg, E.	1,448	1,225 4 1	318	316	82	2	—	54
Llawhaden	4,490	3,573 12 0	538	547	122	—	1	78
Ludchurch	1,607	818 15 10	215	200	43	4	—	29
Llangolman	2,912	1,217 9 0	264	302	64	3	—	43
Llandycefn	2,684	1,919 6 5½	372	242	72	5	—	40
Llandewi Velfrey	4,022	4,381 13 11	602	509	122	20	1	78
Lampeter Velfrey	5,667	6,178 12 7½	975	960	218	15	—	137
Llysyfran	1,466	1,028 16 2	194	147	33	2	—	22
Llanglidwen	1,834	908 2 0	298	247	58	4	—	33
Llanboidy	10,666	7,005 9 9	1,548	1,537	349	22	1	194
Loveston	1,233	708 19 8½	126	90	20	1	—	14
*Llangain, E.	4,758	4,079 7 0	734	787	171	2	1	75
„ W.	194	234 16 6	34	22	6	—	—	3
*Marros	2,574	705 10 0	145	125	23	2	—	13
Minwere	1,957	1,050 16 6	49	52	9	2	—	4
Martletwy	3,331	2,130 6 11	374	375	92	—	—	72
Maenclochog	2,484	946 17 8	480	398	91	27	—	48
Mounton	330	208 12 0	33	29	5	1	—	2
Mynachlogddu	6,166	1,287 1 0	481	414	103	9	—	57
†Narberth, N.	3,015	5,644 13 8	1,654	1,524	369	41	5	172
„ S.	3,069	2,934 19 9	680	571	124	22	—	76
New Moat	3,101	1,976 16 4	305	316	59	3	—	29
Newton	721	494 9 0	43	24	4	2	—	—
*Pendine	1,578	617 1 6	169	165	41	4	1	21
Reynoldston	525	316 9 6	71	61	16	—	—	14
Robeston Wathen	1,345	1,527 16 4	319	225	61	10	—	36
Slebech	4,586	2,657 3 10	363	339	68	7	—	37
St. Issels	3,830	5,926 1 9	1,950	1,783	411	23	—	240
Yerbeston	1,252	637 16 6	100	101	20	2	—	13
Vorlan	270	192 6 0	30	28	6	—	—	3
Total	124,418	90,532 6 11	19,523	18,176	4,148	304	14	2,412

* The parishes marked with an asterisk are in the county of Carmarthen; all the others are in Pembrokeshire.
† Narberth North includes the borough of Narberth.

Note.—Comparing the population of the whole union in 1891 with that of 1881 there has been a decrease of about 6 per cent., and it is to be noted that this decrease followed upon a decrease of 3·9 per cent. on the preceding decade; the population in 1891 being 10½ per cent. less than in 1871.

As is usually the case the decrease has been very irregularly distributed, in some parishes a continuous increase being observable; in some a fluctuation of alternate increase and decrease, and in some of marked and continuous decline.

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B.-II. NARBERTH.

The following table shows the population in 1871, 1881, and 1891 of those parishes of more than 200 inhabitants in which the most marked decrease is observable in 1891 as compared with 1881 :—

Parishes.	Population.			Increase [+], or Decrease [−] per cent.			County.
	1871.	1881.	1891.	1871 to 1881.	1881 to 1891.	1871 to 1891.	
Robeston Wathen	341	319	225	− 6·5	−29·6	−34·0	Pembroke.
Llanddewi Velfrey	724	602	509	−16·9	−15·5	−29·7	,,
Begelly	621	558	439	−10·0	−21·3	−29·3	,,
East Williamston	535	493	399	− 7·8	−19·0	−25·4	,,
Narberth, S.	696	680	571	− 2·3	−16·0	18·0	,,
Llanglydwen	296	298	247	− 0·7	−13·7	−16·6	Carmarthen.
Cronwear	210	212	179	+ 1·0	−15·6	−14·8	Pembroke.
Monachlogddu	470	481	414	+ 2·3	−13·9	−12·0	,,
Maenclochog	383	480	398	+25·3	−17·0	+ 4·0	,,

The number of inhabitants for each dwelling was in 1871 - - - - 4·55
,, ,, ,, 1881 - - - - - 4·53
,, ,, ,, 1891 - - - - - 4·38

APPENDIX B.

EVIDENCE ACCOMPANYING MR. LLEUFER THOMAS'S REPORT.

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SELECTION OF EVIDENCE RECEIVED AS TO THE UNION OF NARBERTH.

1. *Amroth Parish.*

Mr. B. G. John, Craigyborion, Narberth :—

Supply, Inefficiency. Wages.

1. There is not half enough labourers in the district at present and what there is, is very inefficient. The engagement is generally by the year, but weekly in a few cases, the wages being 8*s.* a week and food, and the perquisites (*see* evidence under Begelly), or from 12*s.* to 15*s.* a week on labourer's own food. In haytime and harvest 2*s.* 6*d.* is paid with beer,—lunch and tea also given in addition to the usual meals. The labourer has better living and cheaper food and raiment than formerly; his children are well educated, so as to enable them to enter situations as clerks and shopmen, and offices of trust on railways and other industries, and yet we have more pauperism from that class than from among artisans.

2. *Begelly and St. Issells.*

Mr. W. P. Wilson, farmer, Langdon, speaking for the parishes of St. Issell's and Begelly :—

Supply insufficient.

1. The supply of labour tends to be insufficient since 1870. The emigration from the country is still going on and increasing. Those who stay behind are generally (1) the older men; (2) the inefficient young ones; and (3) those who marry too young and so have not the wherewithal to remove elsewhere. Rents are too high to permit the employment of that number of labourers which

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proper cultivation requires. Farmservants are found in the proportion of 3 to 1 as compared with labourers living in ottages. It is only on large farms that the latter are engaged as a rule.

Terms of engagement.

2. The engagement in both cases is a yearly one though labourers are generally paid weekly (or sometimes fortnightly), being subject to a week's notice. The general condition of hiring is that a labourer gets from 8*s*. to 10*s*. a week on the farmer's finding with a cottage rent free, and a garden measuring about 20 perches; the free setting of a certain quantity of potatoes in the farmer's field, the driving of the labourer's culm, which I estimate is worth 30*s*. a year. In the case of my own labourers I give them 14*s*. a week on their own food, but all the other privileges I mentioned are included. I pay 3*s*. a week extra in haytime, but that is not a general rule with other farmers, in some parts to the south of the union 30*s*. is given to cover all the harvest. I estimate their total earnings to be about 40*l*. a year.

There is not much classification of employments nor much distinction made in the pay of labourers in the district.

Women.

3. Women work a little in haytime and at the corn harvest and get 1*s*. 6*d*. a day and their food. There is practically no piece-work given now—mowing used to be, before the introduction of machines; hedging is still sometimes given.

Cottages.

4. There are plenty of cottages, but they are bad ones. There are two types: (1) a straw-thatched, mud-walled, house with two rooms downstairs and an unpartitioned loft above. They are generally very low—one has to stoop in entering them; (2) modern cottages have two rooms down and two upstairs. Pigstyes generally belong to the cottages.

The potato ground given in the farmer's field average about a quarter of an acre each. Very few labourers belong to friendly societies, which are in bad repute in the district; one was broken up lately at Begelly and another at Robeston Wathen.

3. *Eglwys Fair a Churig.*

Mr. James, Aberelwyn:—

Labourers' small holdings.

1. I am the owner of the farm I occupy; it is about 200 acres, of which I sublet 30 acres to labourers. Two of the labourers are employed on my farm, they have each about 7 acres of land attached to their cottages for which they pay 7*l*. and 12*l*. respectively. I set their corn, and do all the work requiring the use of horses, such as carrying hay, lime, and culm.

Most of the labourers in the district have a place to keep a cow or two, and I do not think they would stay in the country unless they had it.

Wages.

2. To the labourers I pay 1*s*. a day in winter and 1*s*. 3*d*. in summer and their food. A thatcher who lives in another cottage of mine gets 2*s*. a day and his food all the year round for thatching cottages, &c. I have also two servant men living on the premises; they sleep in a loft over the cowhouse. I do not think they would come into the house to sleep. This is the usual custom of the country and the men go about courting at night. One of my maids is now *enceinte*. The foreman servant, who is 23 years of age, gets 14*l*. a year and the pasture of a sheep. He has 28*l*. in the Savings Bank; a lad of 16 gets 6*l*. 10*s*. The dairymaid, who is about 28 years of age, is paid 10*l*. 10*s*. a year and has 18*l*. in the Bank.

Diet.

3. The men have three meals a day, breakfast, dinner, and supper. Women, however, take tea between dinner and supper. Ten years ago we used to give broth three times a day. Now breakfast consists of coffee and bread and butter; dinner in winter, of broth, potatoes, and salt meat—in warm weather flummery (W., "Syccan") and milk with bread and cheese to follow; supper, broth and bread and cheese. Tea is given in harvest. Men work from about 7 a.m. to 7 p.m., no particular time being allowed for meals, only so long as they require to eat it. The only piece-work given in the district is hedging and occasionally draining—though I know work is done more promptly when given out as piece-work.

There are no clubs in the neighbourhood.

4. *Llanboidy.*

A model village.

(This is in every respect a model village—thanks to the affectionate interest taken in it by the late W. R. H. Powell, of Maesgwynne, for many years M.P. for Carmarthenshire. It has both an agricultural and horticultural show, at the latter of which labourers are the chief exhibitors and prize winners. There is a reading room and a market hall, suitable for holding large meetings. The village is well supplied with water brought to it by the late Mr. Powell. Some six years ago Miss Powell (with the assistance of her own cook) held a course of cookery classes for the wives and daughters of farmers and labourers, which produced some good results at the time. There is a strong branch of the United Counties' Friendly Society in the village.)

Meeting of employers of labour at 3 p.m., June 1st, at which the following evidence was given:—

Wages.

1. The average wage in the district is 1*s*. 3*d*. a day for regular workmen, 1*s*. 6*d*. a day for an occasional labourer but he gets 2*s*. in the summer. Estate labourers, at Maesgwynne get 2*s*. a day on their own food, cottages and gardens rent free, and haulage of culm included. Those in charge of horses get a suit of clothes every year. Masons and carpenters in the neighbourhood get 3*s*. a day. Women are paid 8*d*. a day for turnip hoeing and working at the hay, and 1*s*. at the corn-harvest. There is a disinclination on part of women to work much out in the fields. Potato ground is given to the labourers, for which women, too, have to pay at the rate of one day's work for every load of manure (extending over about 100 yards). About one in every 10 of the labourers have cows, but their wives generally keep a great number of fowls and make a good deal of money by selling the eggs and chickens. Many also keep bees. Most of the farmers brew their own beer in summer, and there is a free supply given.

Women.

Labourers' live stock.

At a labourers' meeting in the evening the foregoing evidence was corroborated. The following was also given:—

Tenure of cottages.

2. In some instances where there are cottages on farms labourers are tied down to work on those particular farms at harvest, but do not get employment there at other times in the year. Men who work in Glamorganshire, but have left their families at home living in such cottages, have to return to work at the harvest. Such condition requiring harvest work but providing work at no other season is a great grievance. One or two of the men present had returned from the Rhondda Valley owing to ill-health.

Diet.

3. Breakfast, about 7 a.m., consists of tea or coffee and bread and cheese (cold bacon generally placed on the table as well). Dinner at noon, consisting of broth, salt bacon, and vegetables. Fresh meat is given occasionally in harvest time. The bread is whole meal (wheat), though some still make oat cakes. Servant men sleep in outhouses, in four-post beds, but there are a few instances of the body of a cart being used as a bed. Lads between the age of 15 and 18 are subject to very little restraint; they often raise portions of their money so as to buy at the village shops without consulting their parents. Credit is also given them.

5. *Maenclochog.*

Wages.

1. Wages have gone up quite 5*l*. within the last 12 or 15 years. Rents have also been advanced, the result being that lads are now often employed instead of able-bodied labourers. One farmer pays 6*s*. a week all the year round to his labourer, who has a cottage and 20 acres of land, for which he pays 23*l*. a year rent. He keeps three cows and nine sheep, but the farmer helps him at harvest, and carries his culm free of charge. Another farmer pays his labourer 1*s*.

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a day, with a cottage and a place to keep two cows rent free. Another pays 1*s.* 6*d.*, but without any privileges, to another labourer. Wives of labourers who keep cows sell their butter and eggs to a local shopkeeper, who sends them to the Rhondda Valley.

Diet.

2. Owing to the mountainous nature of the district, very little wheat is grown; the bread is generally made of mixed wheat and barley flour, some still made of shipris (*i.e.*, barley and oats mixed). Fresh meat given only in harvest time; at all other times the dinner is broth, bacon, and vegetables. No beer given at any time.

General relations.

3. Family prayers always kept after breakfast, the servant-man or labourer leading in prayer alternately with the head of the family. One servantman conducts a Bible class in winter. Many of the farmers and most of the labourers belong to a lodge of Oddfellows at the place. Biddings ("neithiorau") accompanying weddings have died out, but it is still customary "to set up a house" ("cyweirio ty") for young married couples by bringing them presents of money and articles of furniture Children at school and the women wear clogs for the most part.

6. *Martletwy.*

(And adjoining parishes to the south-west of the Union.)

Wages.

1. The wages paid in the district used to be 12*s.* a week on the labourers' own finding. Last year they rose to 13*s.* a week, to which are added house and garden (about one-tenth acre), estimated at 3*l.* a year, the setting of three hundred-weights of potatoes, valued at 1*l.* a cwt. (seed, as well as labour, and manure being given by the farmer) haulage of culm, generally amounting to five loads a year estimated at 7*s.* 6*d.* per load. Food also is given during hay and harvest time, when five meals are given; meat at dinner only. Many women go out turnip hoeing and picking, and general harvesting at 1*s.* a day. If a labourer is ill for a week or fortnight his pay is seldom stopped. Quarrymen in the district receive 16*s.* a week.

Sleeping accommodation of servants.

2. Servantmen sleep in the lofts in the outhouses; as a rule the farmhouses are not large enough to give them a bedroom inside. (The body of an old cart filled with straw is still often used as a bed for the servantmen, and was described by a farmer, who had slept many years in one himself, as so comfortable that he felt little inclination to get out of it in the morning.) There is a greater tendency to engage young servantmen rather than labourers, as farmers cannot afford to pay for the best labour. What is wanted is a permanent readjustment of rent. There is no land, however, unoccupied. All the good land is kept in a fair state of cultivation, but poor land is neglected and allowed to get worse.

Most of the cottages are built of stone but are straw thatched.

7. PEMBROKE UNION.

Area in Statute Acres.	Rateable Value.	Inhabited Houses in 1831.	Inhabited Houses in 1891.	Population in 1881.	Population in 1891.
63,865	£ 124,721	5,725	6,048	30,347	31,276

(*a.*)

Evidence received at a public meeting held at the Town Hall, Pembroke, on Saturday the 4th of June (Mr. W. Gibbs, of Hodgeston, being the chief witness), and at a labourers' meeting held in the evening at the same place:—

Wages.

1. The current rate of wages is 12*s.* a week, but during the time that the cattle are kept in the houses 1*s.* a week extra is paid (so as to cover Sunday work), making about 12*s.* 6*d.* a week all the year round in money payment. A cottage and garden estimated as worth 3*l.* 10*s.* a year is given rent free; hauling all culm (from three to four loads a year) valued at 1*l.*; the setting, &c. of two cwts. of potatoes at 10*s.* a cwt. equals 1*l.*; 1*l.* 10*s.* Michaelmas perquisites or harvest-home money paid on the 29th of September, which is the end of the labourer's year; but some farmers give food in the harvest instead of Michaelmas money. There is also an allowance of beer in harvest time.

B.-II. NARBERTH.

Perquisites.

Labourers on the Stackpole Home Farm and Estate are engaged by the fortnight at the rate of 13*s.* a week, but they pay rent for their cottages; carters receive 32*s.* 6*d.* a fortnight. Culm is, however, carried free, and 1*l.* harvest money is given.

Cow pasture or small holdings.

2. Ten of the labourers have a cow each on some land which they hold of Earl Cawdor as joint tenants. The hay is made into 10 small ricks, of a size as nearly equal as possible, and then the labourers draw lots for the rick which each one is to have for his own use. The labourers, however, do not care for this system, as they cannot agree among themselves on spending money on manuring, &c. They would much prefer separate holdings. The present low price of butter is very unfavourable to the keeping of cows by labourers. Cottage gardens have much improved on the Stackpole Estate, as Earl Cawdor offers prizes for the best gardens. Ploughing matches have died out nearly 20 years ago.

Up to about 12 years ago, men who were not regularly employed at the same place, used to stand in the market place at Pembroke on market days, so as to be engaged for the harvest, but there is no extra labour of the kind obtainable now. Many labourers object to the system of holding their cottages of their employer as part payment of their wages; they are regarded and known as "bound tenants," and many leave for Glamorganshire because they want independence; labourers are much more intelligent than formerly.

High rents.

3. Farmers generally complain of their inability to employ labour owing to want of money; a general memorial for a reduction in rents presented to the landlords last November; some abatements were made but no permanent reductions. Last Michaelmas an attempt was made from the outside to get the labourers to join a labourers' federation; a general demand was made for an advance of 2*s.* a week, and in most districts the farmers compromised by giving 1*s.* a week more. Then the Union broke up.

Cottages.

4. Cottages (according to Dr. Morrison, the Medical Officer of Health) appear to be better on consolidated estate. The old-fashioned ones have two rooms only, both on the ground floor; they are ventilated through the chimney and window. There are old-fashioned Flemish chimneys still to be seen at Jameston, St. Florence, Lamphey, and Castlemartin. The modern cottages have three small rooms upstairs. Pigs and poultry are generally kept, but when a pig is killed, the hams are generally sold; all the eggs and chickens are also sold; none are ever kept for home consumption.

Food of farm servants.

5. In the Angle district three meals a day are given, with a little extra refreshment in summer. The usual dinner is potatoes and bacon (no broth). One pound of butter is given as an allowance every week for each servant, and it is kept for each one on a separate plate.

(*b.*)

STATEMENT OF EMPLOYERS.

The following is a summary of the replies prepared by Mr. Henry Leech (Corston), Mr. W. B. Roberts, (Loveston), and Mr. R. L. Griffiths (Meirion Court), in consultation together as to the south-western part of the Pembroke Union (the statement as to wages, &c., is omitted as tallying with the foregoing):—

Supply.

1. The supply of labour is rather short, there being a considerable decrease during the last 10 years.

Hours of work.

2. Ordinary labourers work from 6.30 a.m. to 6 p.m. in summer (excepting haytime), but less in winter, stockmen's hours are about the same, but carters a little more. Very few women are employed—they

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B.-II. NARBERTH.

work from 8 to 6. One hour, viz., from 12 to 1, allowed all labourers alike for meals.

Cottages, &c.

3. All the cottages are scattered on farms, and not grouped in villages, they are held by the labourers on the condition of working on the farm, from one to three months' notice being required to terminate the tenancy. Cows are not generally kept by the labourers, but where they are found they are pastured at the rate of 3*s.* a week to be deducted from wages. Pigs usually kept. Very few labourers belong to benefit societies. The general relations between employer and employed is good.

(*c.*)

SUMMARY of a STATEMENT of Mr. N. A. Rooh (of Tenby), in so far as it differs from, or supplements the previous statements as to the Union of Pembroke.

Supply.

1. The present supply of labour is insufficient, there being a decrease of 20 per cent. within the past 10 or 15 years; nor are the labourers so efficient, as the best leave for mines, trades, clerkships, emigration, &c.

Hours of work.

2. As to hours of work for carters, they are from 6 a.m. to 6 p.m. in summer, 6 a.m. to 5 p.m. in winter, and for ordinary labourers the same in summer, but from 7 a.m. to 5 p.m. in winter. Half an hour is allowed for breakfast and one hour for dinner; on large farms it is difficult to supervise, and many farmers would be glad of eight hours steady work.

Wages.

3. The best labourers get 18*s.* a week throughout the year but *without any allowances.*

Cottages.

4. The cottages are generally held by tenant farmers who sublet to the labourers at rents varying from 3*l.* to 5*l.* a year. The cottages have from two to four rooms, each being about 12 feet square. Little drainage is required, there is a good water supply, and there is generally a washhouse or scullery adjoining the house, and privy in the garden, the size of which is from one-eighth to a quarter of an acre.

Allotments are not demanded, but more labourers than at present would like to have land to keep a cow, though many would not wish it. The potato crop has become so uncertain, and potatoes generally so cheap, that labourers do not wish to plant them to such an extent as formerly. No live stock are generally kept besides bees, and these are not very general. Many of the labourers belong to (registered) Friendly Societies which have local branches. There are also well managed trustees' savings banks.

General condition.

5. During the last 50 years wages have increased from 8*s.* to 18*s.* a week for the best labourers, taking the year and with no allowances; during the last 10 years the increase has been from 15*s.* to 18*s.* The rents of cottages have slightly increased; the price of corn and cotton goods is reduced; butter has increased in price; and in consequence of the potato disease, and pigs being prohibited from taking exercise on roads, about half the number of pigs are kept by labourers, compared with what were kept 50 years ago, when the keeping was general and beneficial.

The general mode of agricultural employment is by a boy, commencing about 14 years of age, to hire to a farmer as farm servant by the year commencing at Michaelmas.* This he will continue for about eight years, when he will either better his employment, generally at the mines, or marries, or does both. The thrifty and sober during farm service are able to save a considerable sum of money, and in some cases to set themselves upon farms; but very frequently a boy going from the hard earnings of the family cottage to the comparative ease of farm service as to food and money, sets too light value on his money, and parts with too much of them on drink, treating sweethearts, and dissoluteness. The wages of farm servants, male and female, have quadrupled in 50 years,—from 5*l.* or 6*l.* to 21*l.* for males.

General healthiness prevails, and freedom from zymotic diseases; but there is a great deal of rheumatism caused by exposure in a damp climate. With some small pilfering there is almost a total absence of serious offence to person or property.

These remarks apply to the south of Pembrokeshire, in which I have resided for 55 years.

* (By this probably old Michaelmas is meant; that is the commencement of the year of service in all other parts of the county.)

8. HAVERFORDWEST UNION.

THE AGRICULTURAL LABOURER.

Area of Union in statute areas, 157,016; population in 1881, 32,983; rateable value, 152,673*l.*

STATISTICS derived from the preliminary report of the census as to registration district, which is slightly larger than the Union:—

Statute Acres.	Inhabited Houses in 1881.	Inhabited Houses in 1891.	Population in 1881.	Population in 1891.
167,247	7,182	7,040	33,791	32,530

EXTRACTS FROM REPORTS OF MEDICAL OFFICERS OF HEALTH.

1. From Report for 1890 of Dr. Griffiths, Medical Officer for the Milford rural sanitary district. After mentioning three houses, two at Broadway and one at Tierscross, as being unfit for habitation. "the roof "leaky, the floors quite damp, and the walls also in a "bad state," the report then goes on, "The majority "of the cottages of the labouring class in my district "are very inferior; a large number will soon have to "be improved, or they will have to be condemned as "unfit for human habitation." . . . . . "In "former reports I have called your attention to the "short supply of water in Dale village; I frequently "receive complaints from the inhabitants that they "suffer from scarcity of water."

2. Report for 1891 of Dr. J. H. H. Williams, medical officer for the Haverfordwest division:—

"Owing to the process of emigration, many of the old cottages have become tenantless, and have fallen into great decay, or have altogether disappeared. All the new cottages that have been built within the last few years have been satisfactory in these respects (*i.e.*, of thorough ventilation, light, sound, dry flooring, proper refuse and privy accommodation), and present a great contrast to the older ones with their damp earthen floors, which soaked up all the dirt of the house during the day, and poisoned the air of the often over-crowded and badly ventilated rooms at night. I have also inspected most of the wells, and have found them in a satisfactory condition and properly protected."

3. Dr. Wilfrid Williams, medical officer for St. David's district, in his report for 1891, refers to an outbreak of diphtheria in a "house built under a bank, "and through there being no troughs at the eaves at "the back, and the peculiar position of the house, "water percolates through the walls, so that it was "always in a more or less damp state." (This description is still applicable to a large number of cottages throughout the country.)

4. Dr. J. M. Owen, the medical officer for the Fishguard district, in his report for 1890, referred to several cases of diphtheria in the parishes of Letterstone and Llanfair nantygof. "At the former place the "majority of the inhabitants get their water from an "open well into which it was possible for sewage to "enter." In his report for 1891 he reports cases of typhoid which originated in "foul exhalations arising from sewage."

ENGLISH-SPEAKING PORTION OF UNION.

(*a.*)—*Evidence of Employers.*

The following is a summary of the evidence received at a public meeting held at the Temperance Hall, Haverfordwest, on the 10th of June at 3 p.m.:—

Nature of farming.

1. The nature of the agriculture pursued in the southern district was described as mixed, consisting of dairying, the rearing of sheep and cattle, and corn-growing, but the last-mentioned is much less practised than formerly. Machinery has been introduced to as great an extent as in any part of England—threshing machines being commonly hired. For the extra labour required to work them farmers depend more upon mutual help than on outside (hired) labour.

Supply of labour.

2. The supply of labour in the district is ample, and the labourers quite as efficient as formerly, but the

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amount of work done by them is less. As to physique and intelligence they compare favourably with their predecessors; it is often the worse men that migrate.

Wages.

3. The current rate of wages during the preceding 12 months was from 11*s.* 6*d.* to 12*s.* per week. Within the last year they had gone up about 6*d.* a week. The wages are paid fortnightly. The following perquisites are also included: a cottage and garden rent free, estimated at 1*s.* 6*d.* per week (the farmer paying the rates), their food (with beer) during harvest or an equivalent in money, generally 30*s.*; the haulage of fuel to the cottages; and the planting of a certain amount of potatoes in the farmer's field—the labourers supplying simply the seed.

The total earnings, including all perquisites and allowances, are estimated at 16*s.* 3*d.* a week. Indoor servantmen are paid from 18*l.* to 20*l.* a year, and those who are thoroughly reliable and capable of doing all kinds of work receive 22*l.* to 23*l.* a year. Good dairy maids are paid about 14*l.* or 15*l.* a year, while an ordinary domestic maidservant receives from 10*l.* to 12*l.*

Hours of work.

4. As to the hours of work, they are for carters, &c., from 6 to 6 both summer and winter, for ordinary labourers from 6 to 6 in summer and from 7 to 5 in winter, the former are on work for about three hours on Sundays between November and the 1st of May, for which no extra payment is made.

Cottages.

5. The present supply of cottages is inadequate, a great number of the older buildings having been allowed to go down in recent years. Generally speaking, the cottages are of a poor description; the older ones are roughly made of "clom" (mud and rushes mixed), or have rubble walls of inferior quality. As a rule they consist of two rooms only, each being from 10 to 12 feet square; there is generally no loft, the roof being open to sight, but there is a partition about five feet high to divide the rooms. Thatch for roof is dying out, but on old houses they generally put corrugated iron, which is very hot in summer and cold in winter. Corrugated iron placed over the thatch (which is sometimes done) makes a good roof. The floors are of earth, and on a wet day they are all marked with footprints. As to complaints to which labourers are liable, consumption is traceable to these damp cottages; so high has been the per-centage of pneumonia that the Registrar-General a few years ago instituted an inquiry into the causes of its prevalence in the district. Infantile mortality is also high, probably owing to the inhalation of damp from the subsoil. There is but little ventilation, except where the roofs are bad, the windows (if there are more than one) have no means of opening. The houses recently built, of which there are some at Tiercross, are of a much improved style. Some of them have two rooms upstairs; they have plenty of ventilation and good windows. Farm servants sleep over cattle sheds and stables; the system is bad, and it is a disgrace to put boys there, and it is a pity to see them there when suffering from any illness. The cases of illegitimacy are very much fewer than they were 20 years ago.

Prevalence of consumption.

The wells are almost all open; they are only cesspools, but the district is singularly free from epidemics.

(*b.*)—*St. Ishmael's: Evidence of Labourers.*

At St. Ishmael's, which is about 10 miles inland from Haverfordwest, I held a meeting of labourers on the evening of the 10th of June, when between 50 and 60 labourers attended. I was much impressed with the physical superiority of the labourers in this district over those I had seen in the northern parts of the country. The labourers had held a meeting of their own a week previously to discuss the syllabus of my inquiry, and had prepared a written statement, a copy of which I insert here, merely correcting mistakes of spelling, but leaving the grammatical construction unchanged. They had also selected a representative (Mr. George, of Hasguard) to attend and watch over their interests at the public meeting which I held earlier in the day at Haverfordwest.

Supply.

"Present supply of labour.—The present supply is sufficient for all requirements; but the number employed on farms is less during the last 10 years; there are no imported labour during any period of the year; the labourers are generally efficient and as good as any other district. The conditions of engagements are generally from the 10th of October for the current year with so much per week, with cottages for married men. The hours of work are about 75 hours per week, made up as follows:—We are supposed to be in the stable at 5.30 a.m. to feed the horses and cattle, then home to breakfast, which takes half an hour, and at noon we are supposed to get 1½ hour, but do not do so as the food for horses and cattle have to be provided in this time, so that we have very little time for rest. We leave the field at night at 6 o'clock, but against we get home and do up team for the night it is 7 o'clock; and it takes 3 hours for Sundays. This is from November to May—slightly less during summer up to haymaking and harvest, when we are work up to 8 or 9 o'clock often.

Hours of work.

"Current wages for previous year was from 10*s.* 6*d* to 12*s.* 6*d.* per week with cottage; we get no piece work, nor do we require it, as there is no time. No alteration of wages to "bound" men in harvest or haymaking, there is slightly in free men. The perquisites amount to about 30*s.*—it is made up thus: setting potatoes, and driving firing (fuel).

Wages.

"Cottage accommodation is very bad, often only one room and never more than two, there are many cottages with no possible means of ventilation, only the door and chimney, as the windows are not made to open, and these are very small. We feel the want of more accommodation in the number of cottages sadly, for if any difference arise with an employer it is impossible to get a free house, and we have to go into a town. There is fully forty per cent. less (cottages) than formerly. They are generally situated on the farms, state of repair generally bad and no drainage whatever. The water supply is fair. The size of rooms is from 10 to 12 feet square—and a very large per-centage built of "clom" (mud) walls and thatched roofs. These are held from the farmer; we feel that we ought to have an alteration in terms of tenancy, we think we ought to have three or six months' notice, and not to be at the will of the master as at present, and we are liable to lose our votes as we pay no rent, and therefore we cannot claim under the service franchise. There is not one house owned by a labourer; this we would wish to call your special attention to. There ought to be facilities for labourers to get houses of their own, it would encourage us to save to purchase one, or pay interest to the State for the same. We ought to state that in this neighbourhood there is one happy exception to the quality of cottages; there is some model cottages being built on the farms owned by Lord Kensington.

Cottages.

"We pay no rates as bound tenants; when it is a free house we sometimes pay and sometimes the landlord; there are small gardens to each cottage, but rather small for requirements; there is no allotments. The stock we generally keep is one pig, in some cases we can turn it in the farmer's field, but these are the exception.

"Benefit societies.—There is one in this neighbourhood, Joint Counties Benefit (Society), with about 20 members; we cannot afford the money to pay into them.

"There is no trade union. The relation between employers and the men is very fair. The general condition of the agricultural labourer is bad, with small pay and large families; we consider the rent too high for the farmers to give more money and to employ more men.

"Suggestions.—We want shorter hours of labour, especially on Saturdays after cattle is turned on grass in the summer, when there is a bit of work wanted to be done in our own gardens, say one o'clock. We want better cottages and more room in them for the proper accommodation of our families, not as at present huddled together as pigs. We are strongly of opinion that the massing together or letting several farms to the same tenant is very much to our disadvantage, for where there was three men employed there is now only one."

The following is a summary of the additional facts which I elicited from the labourers in the course of the evening:—

Most men in the district receive 12*s.* a week this year but were receiving 11*s.* (some 11*s.* 6*d.*) last year, but I was assured that many had up to the last year been receiving no more than 10*s.* and 10*s.* 6*d.* Labourers who are "bound tenants" and who work by the day on different farms receive 2*s.* 6*d.* a day but are liable to lose many days in the course of the year, particularly in winter. These "free men," however, engage themselves to work at some one particular place for the harvest and got last year 15*s.* to 15*s.* 6*d.* per week with their food. As to farmservants boarded at the farmhouses one (23 years of age) was in receipt of 22*l.* for the

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year and received 18*l.* 5*s.* for the previous year, another (21 years of age) gets 18*l.* this year and had 15*l.* the year before. Full-grown servant girls receive 11*l.* this year but previously 10*l.* was the standard wage. The wives of some "bound" tenants are required to work on their landlord's farm at 8*d.* a day, "free" women get 10*d.* and 1*s.* a day. This would be for turnip hoeing and general harvesting.

The chief grievance of the labourers appear to be the insecure tenure of their cottages: they desire to hold them independently of their employment, and not as part payment of their wages. If possible they would also like to become owners of them, if money could be borrowed for the purpose. There is also a great desire for a Saturday half-holiday between the 1st of May and the 1st of November, *i.e.*, during the time when the cattle are out.

9. Welsh Portion of Haverfordwest Union.

(*a.*)—*Fishguard.*

Mr. D. H. Bowen, Ffynon Druidion, St. Nicholas, (near Fishguard):—

Wages.

I employ three labourers and two servant men. Labourers are employed in this district more often than young servant men. I pay my labourers 1*s.* 2*d.* and their food, each has a cottage and garden, and a share in a large field which they hold jointly of me, each paying 6*l.* a year (without rates) for all. On this they keep a cow each, but have also the right of turning it on to a moor occasionally. They also are allowed 1 stang* of barley and ½ stang of oats, I providing the labour, seed, and manure. Potato ground is also given free, but here the labourers use there own manure. They grow no hay, but get a bundle now and then when required. The mowing, carting, and thrashing of their corn is done by me, as well as the carting of culm and of furzet for fuel. To one of the servant men, (who is 18 years) I pay 15*l.* and some 4 or 5 lbs. of wool.

Ground for corn.

In some other places labourers who find their own food get 14*s.* to 15*s.* a week. Up to a year ago 12*s.* to 12*s.* 6*d.* was the average wage of the men. They pay about 1*l.* a year for their cottages, but they get other customary allowances.

Mr. Thomas, Trebovir, Fishguard:—

I pay a labourer on my own food 7*s.* a week and he has a cottage and garden rent free. His wife works at the harvest in lieu of paying for hauling culm. I pay 15*l.* to a dairymaid and 10*l.* to two other ordinary maids. As to food, meat is given once a day, formerly it was given three times a week only. Several farmers in the neighbourhood cannot afford to pay for labour, and they therefore go in for sheep-grazing.

(*b.*)—*Mathry.*

Evidence received at public meetings held at Mathry June 7th:—

Wages.

1. In the parishes of Mathry, Llanrian, and Llanwnda, the ordinary custom is to board labourers at the farmhouse. The wages are 8*s.* a week and food, cottage and garden (estimated at 2*l.*) rent free, the setting of 3 cwt. of potatoes valued at 2*l.* 10*s.* and culm driving about 18*s.* a year. Day labourers who do not work regularly at the same place are paid 1*s.* 8*d.* a day, excepting in the winter months, when they get only 1*s.* 6*d.* Up to two years ago it was 1*s.* 3*d.* or 1*s.* 4*d.* they received. Road labourers receive 12*s.* a week, which was considered the average wage for agricultural labourers on their own finding, but that system does not exist much in the district. There are a great number of farmers owning the land they occupy in the district. Farmers who have families of their own are those who cultivate their land best.

   Three meals a day is the custom of the district: no afternoon tea is given, not even in summer.

Curious tenures.

2. At Trevine in the neighbourhood there are seven or eight long strips or "slangs" of land ("lleiniau") belonging to different owners and let to labourers along with different cottages Each labourer who has a cow ties it by the horn and gives it enough tether to graze his own acre plot.

(*c.*)—*St. David's and District.*

Mr. J. Howard Griffiths, county councillor, Lleithir, St. David's:—

Supply.

(1.) The present supply of labour is insufficient compared with what it was even five years ago. A great many that were then employed on farms, have now left for Glamorganshire and other industrial centres. As a rule it is the young and able-bodied who leave for "the works" while the aged and infirm stay on the farms.

Hours of work.

(2.) The custom as to the engagement of farm servants is to hire in October for a year; the hours of work vary as much as from 5.30 a.m. to 7 p.m. and from 7 a.m. to 6 p.m., out of which is to be allowed 1½ or 2 hours for meals. On Sundays in winter there is about one-seventh of an ordinary day's work.

Wages.

(3.) The wages also vary very much with different employers as well as with different men, according to the skill and trustworthiness of the man as well as of the work required to be done—from 26*l.* to 30*l.* per annum for head teamsmen, including board and lodging. There seems to be a general reluctance to do much piece work of any kind with the exception of some turnip cleaning and draining and hedging.

Cottages

(4.) As to cottage accommodation, a great many cottages with good garden attached may be seen vacant, and, in time, go to ruin because there is no demand for them, except the few that are dispersed on farms, and are taken on condition of working on that farm. There is a tendency to crowd together into the village or town, inasmuch as they prefer paying 3*l.* 10*s.* in town for what could be rented for 2*l.* 10*s.* in the country. The accommodation is inferior; very often comprising only three rooms, the ventilation and drainage are also bad, but the houses are invariably made of stone.

(5.) The amount of live stock generally kept by the labourers consists of a few fowls and a pig, sometimes geese.

(6.) The limited extent to which agricultural labourers avail themselves of the advantages of Benefit Societies is to be deplored. The only one at St. David's is a lodge of Oddfellows (a branch of the general society) with 40 members. The nearest friendly society to it is that at Mathry, about 10 miles off.

The feeling between employer and employed is satisfactory.

10.—*North Pembrokeshire.*

(*a.*)—Evidence received as to those portions of Pembrokeshire included in the Unions of Cardigan and Newcastle Emlyn, chiefly supplied as to the former by Mr. B. Rees, St. Dogmell's, Cardigan, and Mr. J. B. Bowen, Llwyngwair, Newport, and as to the latter by Mr. Lemuel Jones, Llanfyrnach, being members of the county council who had been appointed to give evidence for these districts.

Mutual help.

Wages are from 1*s.* 3*d.* to 1*s.* 6*d.* a day on farmers finding, but in some parts it is from 1*s.* to 1*s.* 3*d.* only —an extra 1*s.* a day is given in hay and corn harvest, and a supper at the ingathering; occasional labourers get 1*s.* 6*d.* a day and their food, or 2*s*, 6*d.* on their own finding. If labourer has a little land, his hay and fuel are carted by the farmer. Labourers generally have three or five acres of land attached to the cottages, for which from 5*l.* to 7*l.* a year is paid. On this they keep a cow, a yearling calf, and some pigs. Foremen servants are paid about 20*l.* a year. The labourers' condition is described as good, and they generally have good children, who, when they can, help their parents. Wives of labourers work at harvests, when, if they have children, they take all of them to the farmhouse to be fed and kept there during the day. Farmers help each other a good deal; small farmers combine and take their corn to be thrashed at a large farm.*

Labourers grievance.

The labourers at an evening meeting which I held at Eglwyserw complained of the high rate of rent charged for small holdings in the district—much higher than the rate at which the farm was let. When remissions

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* The "stang" is a measure of arable land peculiar to Wales, being 160 yds. by 16. *i.e.*, 2,560 sq. yds, = ·529 acre or 2r. 4p.

† George Owen in 1603 mentions furze as among the chief articles of fuel in his time in parts of the country. (Description of Pembrokeshire, p. 93.)

* This system of mutual help for most of the operations of the farms appears to be a survival of the old Welsh custom of "Cymmhorthau."

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were made to the tenant farmer, his subtenant the labourer never gets any.

Prevalence of rheumatism.

Dr. Havard, the medical officer of health in the Newport district, spoke of the very great prevalence of rheumatism among the population generally.

(*b.*)—Mr. W. O. BRIGSTOCK of Parkygors, Chairman of the Cardigan Board of Guardians and ex-chairman of the Carmarthen County Council, sent me the following statement with reference to the Cardigan Union (of which a considerable portion lies in Pembrokeshire), special reference, however, being made to Llandugwydd parish.

Cottages.

(1.) With regard to cottages, much improvement is desirable, but the new cottages are of a better class; cottages for the most part are scattered, but with few villages. The main roads are in places lined with cottages; for the most part cottages are of stone and slated, some few of mud walls and thatched, and though hovel-like in appearance, are often very comfortable, warm in winter, cold in summer. Too many consist of merely two rooms with a sort of loft in the roof, and a small lean-to is often met with. The frontage runs from 25 to 28 feet, so large rooms are obviously out of the question. The two-storied cottages generally consist of five rooms, two downstairs, and three up, with a lean-to for pantry, &c.

Drainage.

(2.) The drainage is always mere surface drainage, safer in my opinion than faulty covered drains, as, being exposed to the air, the noxious gases are blown away; occasionally cases of diphtheria occur, and enteric fever, which can be traced to special insanitary conditions. The general health is, however, good, but scrofula and phthisis are very prevalent, and no doubt overcrowding is partly responsible. Most cottagers keep a pig, and some poultry; some rough out-buildings, (but sufficient for their purpose) are general. The sanitary authorities have of late taken precautions to prevent pollution of drinking water by covering in open wells. For the most part cottages are held from tenant-farmers, a certain number being let, as part of farm holding, rent from 30*s.* to 50*s.* per annum, rate free.

Gardens.

(3.) Strips of garden are almost always annexed to cottages sufficiently large to supply vegetables, leeks, onions, carrots, cabbage, and early potatoes. No allotments in technical sense, but many cow runs at from 3*l.* to 5*l.* Farmers charge high, but these runs are of great importance, and contribute largely to keep workmen in their districts. Potato ground (and some manure given by farmers) vary in extent, but generally a corresponding deduction is made from wages. Bees are kept more frequently than formerly, but there is but a poor market for honey.

General conditions of labourers.

(4.) Although the rate of wages is low, the condition of the labourer is fairly comfortable. Living is cheap; tea, bread, and butter and sugar are in general use, wheaten flour quite superseding barley or oatmeal, and when a cow is not kept, milk (skim) and butter milk is often given by farmers in summer time. Most cottagers keep and kill a pig, and the great meal of the day—supper— almost always consists of broth (cawl), a sort of hotch-potch of vegetables, bacon and meal, affording a health-giving and supporting diet; in fact, the general dietary of the labourer is much on a par with that of the average tenant farmer. No people live more frugally than the Welsh farmers and peasantry.

APPENDIX C.

The following Agricultural Statistics for the Narberth Union are derived from a Return supplied by the Board of Agriculture to the Royal Commission:—

Crops in 1891.	Acres.	Approximate Per-centage of cultivated Area.	Cattle and Sheep in 1891.	
Wheat	892¾	0·92	Cows and heiters in milk or in calf	12,121
Barley or bere	3,620¾	3·73	Other cattle, two years old or more	4,499
Oats	6,334	6·55	Ditto under two years	13,851
Potatoes	675⅓	0·70		
Turnips and swedes	1,124	1·16	Total cattle	30,471
Clover and rotation grasses	7,339½	7·58		
Small fruit	7¾	0·01		
Other crops not separately specified	778	0·81	Sheep, one year old or more	21,040
			Lambs, under one year	19,228
			Total sheep	40,268
Total Arable	20,772	21·46		
Permanent pasture	76,016⅓	78·54		
Total cultivated	96,788½	100	The Return does not give the number of horses and pigs.	

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ROYAL COMMISSION ON LABOUR.

THE AGRICULTURAL LABOURER.

WALES.

REPORT

BY

MR. D. LLEUFER THOMAS
(ASSISTANT COMMISSIONER)

UPON THE

POOR LAW UNION OF LLANFYLLIN
(MONTGOMERYSHIRE).

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THE AGRICULTURAL LABOURER.

To GEOFFREY DRAGE, ESQ., Secretary,
Royal Commission on Labour.

THE AGRICULTURAL LABOURER.

2, Brick Court, Temple, E.C.,
27th September 1892.

SIR,

1. I have the honour of submitting to you the evidence which I received as to the condition of the agricultural labourer in the district comprised within the Poor Law Union of Llanfyllin, which, in obedience to my instructions, I visited in the latter end of June and the early part of July last.

Method of proceeding adopted.

2. The County Council of Montgomeryshire, at a general meeting on the 27th of April last, took into consideration a letter which I had addressed to its chairman, bringing under his notice the inquiry I had to carry out. This secured for me the hearty co-operation of the members of the County Council each one in his own constituency.

Mr. J. Marshall Dugdale, of Llanfyllin, who himself farms over 800 acres of land in that neighbourhood, also gave me much kindly assistance during my visit. He convened at Llanfyllin for the 14th of June an informal committee, consisting of the mayor of that borough, the county aldermen and councillors, poor law guardians, and others interested in agriculture. After I had explained the nature of the inquiry and had heard what districts were representative of different types of parishes, I decided to hold public meetings for the purpose of receiving evidence at the following villages: at Four Crosses (in Llandyssilio parish), at Llangynog, Llanrhaiadr, Meifod, Llanfair, Cann Office, and at Llanfyllin itself as the chief town of the district; persons were also appointed to act as conveners of the meetings for each centre, so that when I paid my visits after the lapse of a fortnight I found that preliminary meetings had been held by the farmers and labourers (in some cases separately), at several of the villages to decide upon the answers which should be given to my questions. I had previously sent the conveners and others, copies of the syllabus of the inquiry, using for the most part a Welsh translation which I had made of Form III. I may also mention that with the exception of Llandyssilio (which is English-speaking) and Llanfyllin (which is bilingual), I conducted my inquiry at every other place in Welsh.

3. In one instance, however, viz., at Cann Office (the natural centre for the parishes of Garthbeibio, Llanerfyl, and Llangadfan), the proximity of the Parliamentary Election prevented my holding a meeting which had been announced for the 4th of July, so that I had to rely upon private inquiry and personal observation as to the state of things in that neighbourhood. Even if I had been able to hold a meeting in this place, I do not think much evidence would have been given me publicly, as the inhabitants (possibly owing to the disturbing influence of politics) appeared to be either unable to appreciate the nature of the inquiry or afraid of committing themselves by speaking openly of their circumstances. This I much regretted, as this district had suffered a greater decrease in its population than almost any other part of the Union, while the large number of squatters' cottages and inclosures on the neighbouring hills were also interesting features of the place.

GENERAL DESCRIPTION.

Two types of country included in Llanfyllin Union.

4. The characteristics of farming and the conditions of labour differ considerably in the Anglicised districts which lie mostly in the valleys of the Severn and the lower Verniew from what they are in the hilly districts which are entirely Welsh, and the union selected included both types.

It should be stated that it was the Machynlleth Union which was selected by Mr. J. H. Tremeneere as the field of his inquiry into the employment of children, &c., in agriculture in 1867, so that I have not been able to have the material for instituting a comparison between the state of things at that date and at the present time, except in so far as I have been able to obtain from other sources a description of agricultural labour within the selected district.*

Previous accounts of agricultural life in the district.

* This desideratum is supplied by excellent parish histories, which have been contributed to the *Powysland Club Transactions*, the journal of an Archæological society which was established for the county of Montgomery some twenty-five years ago, and is still in a vigorous state of existence. For the early part of this century "A General View of Agriculture in North Wales," published in 1813, and prepared for the old Board of Agriculture by the Rev. Walter Davies (himself a Montgomeryshire man), affords a most complete survey of agricultural life in the district, while a similar official survey made for the same Board by Mr. George Kay, had been published in 1794—practically completing at least a century of the economic history of the district.

B.—III. LLANFYLLIN.

Extent of Union.

5. The poor law union of Llanfyllin consists of twenty-two parishes, of which nineteen are in Montgomeryshire, three in Denbighshire, and one (Llanrhaiadr yn Mochnant) partly in both counties, on which account it is generally regarded as two parishes; or, according to measurement, the union consists of about 188,009 acres, of which about 177,720 acres (with a rateable value of 120,253*l.*) are in Montgomeryshire and 10,289 acres (with a rateable value of 12,145*l.*) in Denbighshire. This estimate of acreage is however only approximate, as the total does not exactly coincide with that given in the Census Returns, which is 187,539. But the difference is so small as not to materially affect the percentages or other statistical deductions.

Physical features.

6. Geographically the union occupies the north-east portion of Montgomeryshire (and the adjoining district on the Denbighshire border). The district may be said to be split up into five valleys, traversed by rivers which run parallel to each other from west to east, but vary greatly in length, and also, though to a less extent, in width. Thus it includes on one side a portion of the Vale of the Severn, and on the other side the Vale of the Tanat, while the interlying country which has been appropriately said to exemplify the "ridge and furrow order" of geological stratification, is drained by the Banw (or Einon), the Verniew, and the Cain (which flows past the borough town of Llanfyllin). The result is that the surface is beautifully broken up into hill and dale, and where cultivation is difficult or unremunerative, owing to steepness or inaccessibility, the ground is planted with timber, in which respect this district also resembles the rest of the county which has long been acknowledged as the best wooded in Wales. According to a return made in 1891, it was estimated that there were in the whole county 23,728 acres under wood and plantation, that is about one-twentieth of the total acreage.

Geological formation.

7. The greater portion of the union, especially the hilly parts, belong geologically to the Silurian formation, being almost entirely composed of what is known as Wenlock shale, and the soil which covers it is generally a rich loam mixed with a little gravel and varying in depth from a few inches to several feet, excepting on the higher hills where peat and clay soils are extensively found.

Nature of agriculture.

8. The nature of the agriculture pursued differs in accordance with the physical features of the district; pasture land of the best quality is found in the lower portions of the vales of the Verniew (*e.g.*, in the parishes of Llanfair, Meifod, Llansantffraid, and Llandyssilio), and of the Tanat (*e.g.*, in the parishes of Llanrhaiadr and Llangedwyn). Here, also, as well as on the adjoining hill sides, excellent wheat and barley and fine crops of roots are grown, but generally speaking there is three times as much good pasture as arable land in this district. In the upper reaches of these valleys (spoken of by the inhabitants as "cymoedd") oats and a little barley are the only cereals grown, while the hay, like most moorland hay, "Gwair rhos," is short and dry, and consequently difficult to cut. We find that under these circumstances the district, in common with the remainder of Montgomeryshire, is a stock-raising country, sheep being the chief concern of the hill farmer, while horses (of which there is a famous breed in the county) and cattle predominate in the lowlands. It is not unusual, however, for a lowland farmer to have a detached sheepwalk among the hills where his flocks graze in summer but are brought to winter round the more sheltered homestead in the valley. So much was this the case in the early part of this century that a large number of the farms were then stated to be simply appendages to mountain sheepwalks. Many of the mountain huts, known as "hafottai" or summer dwellings of such semi-nomadic farmers, are still to be seen; but the practice has all but died out owing to the wholesale inclosure of mountain land within the present century. What extent of land still remains in an unenclosed

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condition I am unable to say. In 1788 "one half of the county was reckoned waste or unenclosed land," and in 1813 as much as 200,000 acres were said to remain in the same condition, but at the present time I believe there is scarcely any land in the district over which there are commonable rights.

Greater attention is lately being paid to dairy-farming, and butter-making is largely on the increase, but cheese-making is almost entirely neglected. It should be observed that the labourers in the smaller villages of Llanrhaiadr and Meifod have given no items for cheese in their budgets (*see* Appendix II.), while those living in Llanfyllin probably get imported cheese.

Ownership of land.

9. The two chief landowners in the district are Sir Watkin Williams Wynn and the Earl of Powis, each of whom is credited with the possession of more than 30,000 acres of land in the county, but the property of the former, situated for the most part among the hills, is estimated to return to its owner about a third of the rental received by the latter. There is, too, a certain number of small land-owners, who, like the above, are of Welsh extraction, and have for generations been associated with the county, while not a few English families have within the present century migrated from the North of England and other parts, and have succeeded in purchasing fairly consolidated estates of moderate size, and in buying up the small freeholders of the district whose property had become so heavily encumbered that they were generally glad to get rid of their burden even by selling their patrimony. Owing to this English immigration the class of small freeholders has become well-nigh extinct in the district, and scarcely any opportunity has since occurred for the repurchase of their holdings by the tenantry. One instance was, however, mentioned, namely the sale by the late Sir Watkin Williams Wynn about 1858 of a detached portion of his estate, situated in the parish of Llanfair, and the adjoining district, with a view of better consolidating his estate, on the Denbighshire border, and this, it was said, resulted in the establishment of a few freeholders in that part of the country.

Size of farms.

10. The farms are generally small, taking the rental rather than the acreage as the basis of comparison. There are only a few who pay over 200*l.* rent annually. By far the largest farm in the district, about 840 acres of cultivable land, is owned and occupied by Mr. Dugdale who regards himself as a modern representative of the "Yeoman of former days," and farms his own land partly for amusement and partly to get sport, and so, it was urged, "does more good to the married working man than if the land were let to ordinary farmers who employ only unmarried lads. They spend their money in the country and help the poor." But the ordinary farm is considerably less than half the above size, unless it be nothing but a sheep walk, and the average rent is scarcely over 100*l.* a year.

Abnormal decrease of population.

11. According to the census of 1891, the county of Montgomery experienced within the previous ten years a much greater decrease in its population than any other county in England or Wales. This decrease also followed a steady decline which commenced as far back as 1851, but it reached a higher percentage at the last census than in any previous decade. Since the first census of 1801, the population of the whole county has increased by 9,819 persons only, or 20 per cent.; while since 1841 there has been a decrease of 11,604, equal to 20 per cent. of the population of that year, as shown by the following table:—

POPULATION OF THE COUNTY.

Census Years.	Population.	Increase or Decrease per cent.
1801 - - - -	48,184	—
1811 - - - -	52,184	+ 8
1821 - - - -	60,205	+ 15
1831 - - - -	66,844	+ 11
1841 - - - -	69,607	+ 4
1851 - - - -	67,335	— 3
1861 - - - -	66,919	— 1
1871 - - - -	66,623	— 1
1881 - - - -	65,718	— 3
1891 - - - -	58,003	— 11

Decrease in towns as well as in the rural parts.

12. The decrease in the population of the rural parts has also affected the towns of the county so that within recent years there has been a steady decline in the urban population as well. This is further illustrated by the following table:—

Name of District.	Acreage.	POPULATION. In 1871.	In 1881.	In 1891.	Decrease in 1881-91.	Decrease per cent., 1881-91.	Decrease per cent., 1871-91.	HOUSES. In 1881. Inhabited.	Uninhabited.	In 1891. Inhabited.	Uninhabited.
Parliamentary County of Montgomery (exclusive of the boroughs) - - - -	476,985	48,986	45,793	40,214	5,579	12·1	17·8	9,243	672	8,474	—
Montgomery District of Parliamentary Boroughs, including Llanfyllin,* Llanidloes, Machynlleth, Montgomery, Newtown, and Welshpool* - -	18,104	18,677	19,925	17,789	2,136	10·7	4·7	4,338	348	4,116	—
Montgomeryshire (the whole of the county) - - - -	495,089	67,623	65,718	58,003	7,715	11·7	14·2	13,581	1,018	12,590	—
Llanfyllin Poor Law Union -	187,539	21,671	19,955	18,436	1,519	7·6	14·9	4,271		4,055	372

* The whole of the borough of Llanfyllin and part of the borough of Welshpool are included in the Union of Llanfyllin.

Two forms of decrease.

13. There are two forms in which this depopulation appears to have been going on. First, in the wholesale migration of families, evidenced by the large and increasing number of uninhabited houses; and second, by individual migration which results in there being a smaller proportion of persons for each inhabited dwelling-house as well as for each acre of land. To apply this to the question of agricultural labour, the conclusion must be that not only a much smaller number of married labourers living in cottages of their own are now employed, concurrently perhaps with a certain amount of amalgamation of holdings, but that the resident working staff of each farm is also being reduced at the same time.

It is natural to find that considerable apprehension is felt in the district as to the cause of this continual decrease, and the question, as well as that of the general position of the agricultural labourer, have been subjects for prize essays at local Eisteddfodau within the last year.*

Tabular view of statistics of population.

14. Statistics as to the population of the Union, showing the decrease for each parish within the last 20 years, and the numbers of inhabited and uninhabited houses, are given in the Appendix, but a summary may be useful to bring into clearer light the abnormal decrease, which is going on in the Union. (*See* next page.)

* [illegible] I have had an opportunity to peruse the prize essay on this subject, and am indebted to him for some suggestions embodied in this Report. At the Powysland Provincial Eisteddfod, which was held this year [illegible] the presidency of the Earl of Powis, prizes were awarded for the best essay in Welsh on "The Agricultural Labourer, his Position and Circumstances, with Suggestions for his Improvement;" on "The Connection between Moral Purity and National Prosperity" (a subject of importance, considering the alleged prevalence of illegitimacy among farm servants); and on "Profitable Poultry-keeping." Mr. E. Thomas (the sanitary inspector for the Llanfyllin Union), who was the successful writer in the first-named competition, as well as Mr. Owen Roberts, of Llangynog, another competitor, favoured me with copies of their essays for perusal, and I take this opportunity of thanking them for their courtesy.

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Registration Sub-District.	Acreage.	Population in 1881.	Population in 1891.	Decrease per Cent. 1881-91.	Inhabited Houses in 1881.	Number of Houses in 1891. Inhabited.	Uninhabited.	Building.	Tenements of Less than 5 Rooms.	1891. No. of Separate Families.	No. of Acres to a Person.	No. of Persons to an Acre.	No. of Persons for each Inhabited Dwelling House in 1881,1891.
Llanrhaiadr -	62,385	64,786	4,305	10	1,062	973	107	5	464	992	14·4	·068	4·5 4·4
Llanfair - -	71,059	5,587	5,033	9·7	1,157	1,073	95	10	299	1,108	14·1	0·069	4·8 4·6
Llansantffraid -	54,095	9,582	9,098	5·05	2,052	2,009	170	10	824	2,021	5·9	0·07	4·6 4·5
Total for the Registration District of Llanfyllin - -	187,539	19,955	18,436	7·6	4,271	4,055	372	25	1,587	4,121	10·17	0·098	4·6 4·5
Montgomeryshire (including the Borough) -	495,089	65,718	58,003	11·7	13,581	12,590					8·5	·11*	4·7

*As compared with 7·53 acres to a person, and ·13 persons to an acre in 1881.

Causes of depopulation.

(1) Development of South Wales coal-field.

15. Among the local causes which have contributed to this enormous decrease of population, the most important is probably the great development in recent years of the South Wales coal-field, which has created an almost unlimited demand for unskilled labour, but Mr. Hamer Jones, the author of a prize essay on the diminution of population (to which reference is made in Appendix III)., points out that a possible check to this particular migration may come from the miners themselves; for according to the evidence of Mr. D. Morgan, speaking on behalf of the Aberdare and Merthyr Miners' Association, before the Royal Commission on Labour, on 29th October, 1891, the miners themselves ask the Legislature to prohibit men from cutting coal unless they have passed a proper examination in experience and efficiency; he also complained that at the present time fully 25 per cent. of the total mining labour in his district was unskilled. One purely local reason why the drain of men from Montgomeryshire has been greater than might be expected is to be found in the fact that the late D. Davies of Llandinam in this county (some time M.P. for Cardigan), was in the habit of taking large gangs of workmen from the county for railway construction, and subsequently for colliery work in South Wales.

I was also informed that the Manchester Ship Canal and other great engineering works had attracted many labourers from the district.

(2) Migration of farmers into England.

16. Within the last 25 years, attracted by the better terms offered or the greater fertility of the soil, many farmers with their families, and in many cases servants as well, have removed wholesale into England, chiefly into the adjoining county of Shropshire*. Among the causes which were assigned by farmers for the migration were "insecurity of tenure or liability to disturbance, and the excessive rents exacted from tenant farmers, often on their own improvements," but as it was not within the scope of my inquiry to verify these statements, I merely give them as the tenants' explanation.

Demand for Welsh girls for domestic service.

17. There has also been a great decline in the female population, due to the fact that Welsh girls are in great request as domestic servants in English towns, owing to their character for industry, honesty, and cleanliness, partly the result of an early religious training, and partly (in many cases) of a bringing up on a small holding where a taste for work has been acquired.

Other causes common to most agricultural districts.

18. In addition to the foregoing causes, all of which have contributed to the diminution of the rural population (including therein the labouring classes), there are others which are common to most agricultural districts, such as the enlargement of farms by the amalgamation of small holdings, and the gradual decline of minor village industries. In the latter category I place the village cooper and wheelwright, the fuller and the weaver, whose occupations are gone. That of the journeyman tailor is also fast declining, while the shoemaker of former days is now often represented by a cobbler. Carpenters and masons are also stated to be much fewer, for it is alleged that landlords do not now spend so much money as formerly on repairs and the erection of new buildings.

Distribution of the decrease.

19. As to the distribution of the decrease, it is to be noticed that the hilly districts and the most remote from railway communication have in the years 1890–91 suffered most severely, ranging from 13·9 per cent. in Garthbeibio, about 15 per cent. in Llanarmon and Llanerfyl, to 17·7 per cent. in Llangynog and Ponnant, and 18·7 in Llaucadwadadr. During the previous decade there was an exodus from the lowland districts also, inasmuch as among the parishes where the percentage of decrease between 1871 and 1891 is higher than the average for the whole union (viz., 14·9) are Meifod, Llansantffraid (in Deythur), Llanrhaiadr in (Denbigh), Llanfair, Llangyniew, and Llangedwin, besides several of the mountain parishes already mentioned.

Industries other than agricultural affecting population.

20. I have entered with some minuteness into the population statistics, as the Union is at present a purely agricultural one, and in its circumstances is so thoroughly representative of the whole county. There are, however, a few other industries still existing in a decayed state. Llangynog, a place which appears capable of a great development if a light railway were carried to it, —has slate quarries and lead mines which were at one time extensively worked. According to Thomas Pennant, the traveller, the lead mines in the last century yielded 20,000*l.* a year for 30 years successively, to the Powis family. Fifteen years ago about 200 men were still employed between the mines and the quarries; now the latter only is worked, employing about 20 men.

Llanfyllin Union would have suffered a greater decrease in its population within the last decade, but for the large employment afforded within the district in connection with the Liverpool water scheme carried out at Lake Vyrnwy, in Llanwddyn parish. The estimated expenditure of about a million of money on the scheme acted as a bounty to the labour, and even to the agriculture of the district, and kept many from migrating elsewhere.

Statistics of pauperism.

21. The statistics of pauperism for the Union, judged by a Welsh standard, are not such as to call for any special comment, as will be seen from the following table:—

District.	Proportion per Cent. of Indoor and Outdoor Pauperism, 1st January 1891. Indoor.	Outdoor.	Ratio per Cent. of Paupers Relieved 1st January 1891, on Population.	Cost for Relief of Poor Half-Year ended Lady Day 1891 (per Head of Population).	Expenditure for Relief of Poor, Half-Year ended Lady Day 1891. In Maintenance.	Out-Relief.	Ratio of Total Expenditure spent in Out-Relief.
				s. d.	*£.*	*£.*	
Llanfyllin Union - - -	7·7	92·3	4·1	2 2	258	1,749	87 per cent.
North Wales - - - -	8·3	91·7	4·2	2 4½	8,182	46,714	85 „
Four Cheshire Unions on Welsh border - - -	29·5	70·5	2·1	1 3½	7,579	7,411	49·4 „
England and Wales - - -	24·9	75·1	3·0	1 6½	1,031,172	1,166,037	47 „

* An illustration of this migration of farmers is to be found in a history of the parish of Llanfechain, published (in 1872) in Vol. V. of the Powysland Club Transactions:—"A very small proportion of the present residents in the parish can be said to be natives. There are only five of the farmers who were born in it, and only one of these occupies the farm that his parents held; and there are only four of the labourers, householders, natives of it. Great changes of occupiers have taken place in the last twenty years, in some instances as many as four on the same farm."

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B.-III. Llanfyllin.

According to a recently published statement for 1892, made by the inspector for North Wales, the percentage of pauperism in the Llanfyllin Union had been reduced to 3·8, while the cost of maintenance per head of population for the whole year was 4s. 3½d., the total expenditure being 3,974l. In the 28th Annual Report of the Local Government Board (pp. 256–7), the causes of the great excess of out-relief over in-maintenance in Wales are discussed, and the remarks of Mr. F. T. Bircham on the subject appear to afford the best and only possible explanation. These are quoted in my report on the Narberth Union (paragraph 14).

Effect of charities.

22. Where a great number of charities is connected with a parish, there is a distinct tendency on the part of labourers, especially in their old age, to settle therein, and this in turn has a tendency to reduce the standard of wages within that parish. This was stated to be the case with reference to Llanrhaiadr parish.

I.—Supply of Labour.

Greater scarcity of indoor servants than of married labourers.

23. With reference to the supply of labour, there appears to be a scarcity in the English districts, and in the neighbourhood of the town of Llanfyllin, while in the Welsh part of the Union there is a sufficient supply except in the busy seasons. But it is doubtful whether a larger number of men would get regular employment even where complaints were made to the scarcity.

As there is a much greater demand for indoor servants rather than for married labourers living in cottages, the competition for the hiring of the former has become brisk, while the latter are being gradually dispensed with almost entirely.

Reasons for the preference for servants.

24. There are several reasons why youths living at the farmhouse are preferred to labourers strictly so called. (1.) They are cheaper, or at all events their wages are less, though it was acknowledged that in some cases it was a false economy to employ only youths who could not be expected to have the skill and experience of middle-aged men. (2.) Welsh farmers generally prefer employing men on the condition of their living at the farmhouse. They are nearer at hand when required, as they might be in the dead of night, for instance during the calving season, or in case of any accident. They are also at the homestead on Sunday, and can do whatever Sunday labour is required, without any extra fee or payment. Under this system, servants are more under the control of the employers. There is no definite understanding as to the hours of work, when to commence, or when to leave off, as is always the case when outside labourers are called in. (3.) Some farmers also object to having labourers living in cottages on their farm, on the ground that their families—especially the children, often break the fences, carry away firewood, and commit other numerous depredations, while the pig and the poultry, which they are likely to keep, often trespass into the cornfields. (4.) On the other hand some landlords prefer not to have many labourers living in cottages on farms, as such a system affords in their opinion greater opportunities for poaching, or at least it means an unintentional disturbance of game.

Desirability of an apprenticeship system for youths.

25. But it is continually becoming more difficult to obtain youths for farmwork. "Boys on leaving school seldom become agricultural labourers," I was told at Llandyssilio. Labourers who have children of their own, are generally very averse to hiring them as farm servants, unless they have every confidence in the employer, because such an employment takes them away from the home, and its influence, without securing for them any of the care which an ordinary apprenticeship carries with it in other occupations. They may be at the mercy of a bullying foreman, or when the farm is not very large, they often have to become the associates of a "chief servant" of about 20 years of age, at a time, when according to a common expression, he may be "sowing his wild oats." In fact, the want of consideration and special protection for lads when commencing farm service, causes thinking parents, however humble their positions, to endeavour to find other openings for their sons, and this tends to further diminish the scanty supply of labourers.

Difficulty of obtaining dairymaids.

26. A greater difficulty is however experienced in obtaining female servants, for dairy and other domestic farm work. To meet this state of things an effort is being made to render dairy work more attractive to the rising generation, and a dairy school, conducted under the auspices of the Bangor University College, has been established near Welshpool, while classes have also been formed at other centres, chiefly through the instrumentality of Mr. Forrester Addie and Mr. J. Marshall Dugdale. Three such classes have been carried on this summer at Mr. Dugdale's farm (Penllwyn), near Llanfyllin, two of which were for adults, and one for girls from the elementary schools. This last class was specially visited by Mr. Brooke Hunt, Commissioner of Agriculture, and Professor Gilchrist of Bangor, who expressed themselves much pleased with the way in which the little girls did their work.

The Agricultural Labourer.

Another class was formed by a tenant farmer, Mr. J. M. Jones, of Mathrafal, who was ably assisted by his wife. There is little doubt that if a love of work in the country is to be inculcated, it is best done when children are in school, and little girls who find out that modern dairy work is not the drudgery that some people imagine, may be induced to stay and work in the country instead of leaving for towns.

Insufficient cultivation of land.

27. Reverting to the supply of labour, it appears to be sufficient for the present demand, but it is regarded as insufficient to satisfy the requirements of the land, if it were cultivated as it ought to be. Everybody concerned, landlords, farmers and labourers are dissatisfied with the scanty cultivation, which the land gets at present: "hundreds of acres are going out of cultivation." This I was assured over and over again, and though possibly some exaggeration is due to the usual pessimistic tendencies of agriculturists, still what appears to be the case is that though good land is well looked after, poor land is allowed to get impoverished and exhausted, nothing is done to restore its lost fertility, and many fields on hillsides, which once bore excellent crops of oats or barley, are now covered with ferns and thistledown. Something is also lost by neglect of neatness. "Headlands are not cultivated as they used to be," was the complaint of the labourers at Llandyssilio, "if they were, it would mean from four to five acres more land under cultivation on an ordinary sized farm." According to Mr. Dugdale, "one of the reasons for this latter insufficiency is that farmers have not the money to keep labourers, but whether that is because rents are too high or because of foreign competition is a debateable question." A similar reply was given in the hilly district of Llangynog, "we have to be content with what (labour) we can have, as rents are so high; the rents have been raised here within the last 12 years." Want of capital among the farmers was also suggested as a cause for the limited amount of employment given on farms. Mr. W. D. Pughe, the Clerk of the Board of Guardians, said that "at the time when farming was a more thriving calling, if a farm was to let, any person would take it, whether he had capital at his back or not, the consequence was that when bad times came that man was fairly stranded."

Small farms said to be better cultivated than large ones.

28. It is an opinion that prevails very largely among most of the agriculturists of the district, that small and moderate-sized farms are in this part of the country better cultivated than large ones, if the latter are in the hands of tenant farmers. Not only is it asserted that more work (including that of the farmer and his family) is usually done on the smaller holdings, but that taking a large number of middle-sized farms, and comparing them with the larger farms, considerably more *hired* labour in proportion to the acreage is employed on the former. If this is true, the reason is perhaps not far to seek; it is much more difficult here, as in other parts of Wales, to find a tenant with sufficient capital to take and stock one of the largest sized farms, and to pay for the proportionate amount of labour required on it, than it is to find a sufficiently strong tenant for the smaller holding. When therefore a tenant enlarges his farm by adding to it an adjoining small holding, and has not enough capital to work both, he tries to meet the deficiency by over-stocking and by reducing his labour bill, so that the farm suffers in its cultivation. But the tendency of enlarging farms appears to have practically died out from 10 to 15 years ago, though the reverse process of sub-dividing large farms has not set in instead.

No immigration of labourers.

29. There is at present no temporary immigration of labourers into the district for particular seasons, though formerly in the time of detached mountain sheepwalks, it was customary for Merioneth men "from time immemorial" to come to Montgomeryshire as professed feeders ('porthwyr') of cattle during the winter. Now those who come from that county, come to stay, taking the place of native labourers who have crossed the border to England or gone down "South." Formerly it was also the case that Montgomeryshire labourers used to go to Shropshire for the harvest, and get back

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in time for the harvest in the hilly districts, but that too has ceased entirely.

Comparative efficiency of labourers.

30. It is difficult to compare the efficiency of the hired labourer of the present day with that of former times as there is a difference in the class engaged; young men being now-a-days hired almost to the exclusion of middle aged labourers. It was, however, stated that skill in different kinds of work is now acquired at an earlier age than when a much larger number of labourers was employed. "Quite as skilful, but less careful" was the reply of many, while others complained of a decided deterioration: "they want more wages for less work, in quality and quantity." The deterioration was said to be partly due to the fact that the best men go away leaving the worst behind, and partly to the fact that the same opportunities for learning are not now afforded. The sons of small farmers, and not hired labourers are generally prize winners at ploughing matches. Owing to the introduction of machinery there are also fewer kinds of employment. On the Denbighshire side of the union, it was stated that the present labourer is not inferior in physique to that of the preceding generation, though I fear it is the reverse in other districts, especially in the English speaking districts, where a large amount of drunkenness prevails. Mr. Temple, Her Majesty's Inspector of Schools in the district, expressed the opinion that Montgomeryshire labourers generally are not so efficient as men in Yorkshire, but more so than labourers in the South of England. This opinion was generally concurred in by other witnesses.

II.—Conditions of Engagement.

Yearly hirings for indoor servants.

31. There are two chief modes of engagements to be found in the district, one for indoor servants and another for labourers:—

(1) Youths and unmarried men are generally engaged as indoor servants by a yearly hiring which takes place at the commencement of May. Hiring fairs were formerly held, *e.g.*, at Llanfair, but in proportion to the growing scarcity of the supply, farmers endeavour to engage their servants privately before the fairs, so that with the exception of the fair at Llanrhaiadr very little hiring is now done in that way. As the fair system is dying out, more opportunity is allowed an employer to enquire into the moral character of a man he wishes to engage, with the result that private hiring tends to raise the moral tone of this class of labourers generally. The agreements are never reduced to writing. If convenient, payments on account, as required by the servant, are made at different times in the course of the year, but not at any stated intervals. It is often the case, however, that as the employer has no ready money at his disposal his servant has to wait for payment till the end of the year. Meanwhile most of the servant's purchases are made on credit, which means that he cannot buy what he wants at the lowest selling price, and is often likely to buy what is not actually required, as he does not pay down for it. In this way the credit system, which is in such universal vogue among servants and labourers, teaches many to be unthrifty, and once the habit is acquired, it is not easily thrown off when a large family has to be provided for. Perhaps it is even more injurious in its influence on maidservants and labourers' wives than on the male portion of the population, and the rule of life is expressed in a Welsh saying, according to which one pays for the old in fetching the new ("Talu'r hen a chyrchu'r newydd"). It is to be noticed that while all the minor industries of villages are continually declining the number of small grocers and drapers is on the increase, much of their flourishing condition to be ascribed, as I think, to the credit system.

Married labourers have weekly engagements.

32. Labourers living in cottages are engaged by the week, and are paid weekly, or more often fortnightly. With Welsh employers labourers work on the farmers' food, but in the English district, and with English employers who are settled within the Union, such as Mr. Dugdale at Llanfyllin and Mr. Arthur Chamberlain at Caestwbwrn in Llanerfyl, the labourers live on their own finding. The latter's agent, in referring to some of the estate labourers, says:—"Having land, the men have twelve months' tenure; one of them has worked fairly for us, but the other runs off when the fit seizes him to South Wales, and won't give up the cottage, so we have to hire another man who has to walk two miles. So much for giving a man security of tenure."

"Catch-work" men are day labourers.

33. There are also men who are engaged by the day, but at the commencement of the harvest these engage themselves to work for that season at a particular farm. At all other times, especially in winter, they are liable to lose many days through bad weather. What little piece-work is done in the district is undertaken by these men, while as a rule weekly labourers are never offered any.

Hours of work.

34. One of the chief differences between the labourer and the indoor servant is that the employer is generally regarded as having control over *all* the servants' time, and that there are no stated hours, except so far as regulated by custom, for servants to commence and leave off work. The general period of work appears to be from 5 or 6 a.m. to 7 or 8 p.m. in both summer and winter, with occasionally later hours in the harvest time. Though there is a little variety as to the time of commencing in different districts, the total for the day is nearly the same everywhere, that is between fourteen and fifteen hours.

There is no stated time allowed for meals, except the time actually required for meal-taking, estimated at about one hour and a half a day.

Most labourers have shorter hours, viz., in summer from six to seven in the Welsh districts, or from six to six with English employers; and in winter from seven to five, or from daylight to dark, with one hour and a half for meals in summer, one hour in winter.

All the Sunday work is done by indoor servants, generally in rotation, by mutual arrangement among themselves. About one-third of the time taken on other days is required for this purpose.

Long hours of servant girls.

35. Maid-servants have the longest hours of all those that are employed about the farm; they are first to rise in the morning and last to retire. Their hours of work extend from five to nine on week days, and are almost as long on Sundays. This is undoubtedly the chief cause for the much greater scarcity of female servants for dairy and domestic work in connection with farms.

III.—Wages and Earnings.

Wages during the last 100 years.

36. A brief review of the position of labourers with respect to wages at certain periods within the last 100 years may be useful in estimating the extent of the improvement in their condition.

In 1794.

In a "General View of the Agriculture of Montgomery," compiled for the Board of Agriculture by Mr. George Kay in 1794, the following statement is made:—"The rate of wages of a husbandman (chief indoor servant, or in Welsh "hwsmon") in this county varies from 6*l.* to 10*l.* per annum with victuals, according to his abilities; a day labourer gets 1*s.* a day in winter and 1*s.* 2*d.* in other seasons without victuals, excepting in harvest, when he gets 1*s.* a day with victuals."

In 1813.

In a similar report, already referred to, and published in 1813, the Rev. Walter Davies describes the labourers' position thus:—"Servants have had their wages advanced about 40 per cent. within the last fifteen years. A waggoner or husbandman as he is called, capable of undertaking the management of a farm, has from 12*l.* to 15*l.* a year with his lodgings and victuals, which are always found for all denominations of servants, excepting those of non-resident gentry, &c., who accordingly have board wages. A second servant for threshing, ditching, and such occupations, from 9*l.* to 12*l.*, and so on in proportion to the capacity and undertaking of the person. . . . Daily wages vary from 10*d.* to 14*d.* with victuals, and 18*d.* to 2*s.* without. Harvest wages are of great latitude, from 2*s.* to 4*s.* a day with victuals."

In 1867-72.

In the Third Report of the Commissioners on the Employment of Children, &c., in Agriculture, published in 1867, it is stated, with reference to another Union in the county (that of Machynlleth), which then had some mineral industries, that "a good agricultural labourer could earn from 13*s.* to 18*s.* a week in summer, and from 13*s.* to 14*s.* in winter," but in the Appendix one of the witnesses says that "in other parts of Montgomeryshire wages are lower, say from 10*s.* to 12*s.* a week." This is also corroborated as to parishes in the Llanfyllin Union, by the records of the Powysland Club, according to which the rate of wages between 1870 and 1872 was 7*s.* a week with food, or from 11*s.* to 12*s.* a week without food.

1893.

At the present time the average wages throughout the whole Union are about 8*s.* a week on the farmers' finding, or from 12*s.* to 14*s.* without food. As a maximum in either case 10*s.* and 16*s.* were respectively mentioned. But weekly labourers as well as those who depend on catch-work attach themselves to particular farms during the harvest at a fixed wage from 15*s.* to

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18*s.* per week with their food. Even those employers who do not find food for their labourers in other seasons generally provide some during the harvest. Beer is also allowed in the English district, and around Llanfyllin and Llanfair, but higher up among the hills, *e.g.*, at Llangynog, where perhaps a majority of the people are teetotalers, no beer is ever given, oatmeal gruel being used instead in the summer.

Piece-work and its prices.

37. Very little piece-work is set throughout the whole district, but the rate of payment for such work when it is given is interesting for comparison with other localities.

Hedging, 6*d.* to 8*d.* per rood of 8 yards, according to nature of hedge.

Brushing hedges, at ½*d.* per rood when only one side is done, or 1½*d.* when both sides and top are brushed.

Turnip hoeing, at 2*d.* per 100 yards, or from 8*s.* to 10*s.* per acre. (It was mentioned that the rows of turnips were thicker and closer than in English counties, *e.g.*, Shropshire, but only one hoeing is customary.)

Topping and tailing turnips (in winter), at about 6*d.* per cart load, or 7*s.* per acre.

Filling carts with manure and spreading same on the land, at 1½*d.* to 2*d.* per load, or 2*s.* 6*d.* to 3*s.* 6*d.* per acre.

Mowing hay, at about 3*s.* 6*d.* to 4*s.* 6*d.* per acre (Meifod), 4*s.* per acre at Llangynog, and 5*s.* per acre in the neighbourhood of the larger villages or towns of Llanfair and Llanfyllin.

Shearing sheep, at 2*d.* per head, with victuals.

Falling and barking timber, at 30*s.* to 40*s.* per ton.

"Good men earn more at the above rates than the ordinary day wages, but the indifferent and the unskilled cannot earn as much as the average wages of those labourers who are engaged by the week."

Total absence of perquisites.

38. There are very few perquisites or customary allowances which should be added to the wages already stated.

"Sometimes a farmer carries a load of coal free of charge for his labourer, or in the case of an indoor servant, for his father." At Llandyssilio (in the English district) I was told that in some cases where a man worked regularly on a farm, the farmer allowed him a cottage at about 1*s.* a week instead of charging what was considered as the full annual value of from 3*l.* to 4*l.* 10*s.*

Special wages paid by English employers.

39. A few English employers also have special conditions, of which I append two instances:—

Mr. Marshall Dugdale's estate and farm.

Estate labourers:

Joiner - - - -	1*l.* 7*s.* a week.
Foreman - - -	1*l.* 1*s.* a week.
Ordinary labourer -	14*s.* to 15*s.*

These are employed on the farm in harvest and get 3*d.* an hour for overtime, and 6*d.* a day in lieu of beer, with plenty of oatmeal gruel.

Farm labourers:

Foreman (acting as shepherd),	20*s.* a week.
Waggoner - - - -	16*s.* ,,
Cowman - - - -	16*s.* ,,
Labourer - - - -	14*s.* ,,

and 1*s.* extra if employed in milking on Sundays. The cowman has a shilling for each calf, for watching calving cows, and the shepherd is given 1*l.* for the lambing season. Both classes of labourers have good houses and gardens, if they wish it, at 2s. a week. The rule as to overtime and beer money in harvest applies to both classes. A share of the profit is given to the bailiff, if the farm pays.

Mr. Arthur Chamberlain, in the other extremity of the Union, pays all his labourers 2*s.* 6*d.* a day on their own food—payment being made at the end of each week. Carters and shepherds have a cottage and garden, a potato patch and the keep of a cow free of charge.

Total earnings.

40. The total earnings were estimated to range from about 35*l.* to 38*l.* and in one or two cases to 39*l.* a year. "The value of a labourer's victuals would not be more than 5*s.* a week to a farmer, but I doubt whether a labourer could purchase it for that." Thus 8*s.* a week in wages, with food estimated at 5*s.* and 35*s.* extra harvest wages, amount to 35*l.* 1*s.*, or 14*s.* a week without food, with 35*s.* extra, makes 38*l.* 3*s.*, while 2*s.* 6*d.* a day without any perquisites or extras, makes 39*l.* a year. "Practically no difference is made in the wages of a skilled and unskilled labourer; if a distinction were made," said Mr. Dugdale, "we would soon have a strike." But according to a labourer whom I subsequently met in Merioneth, whither he had migrated, more distinction is made in wages in Montgomeryshire (*e.g.* Meifod district) than in the former county; in fact, the nearer one gets to mining, or any other competing industry, the less difference exists between the pay of the skilled and unskilled.

Wages of indoor servants.

41. Lads commence to go out as indoor servants when about 14 years of age, and get 3*l.* or 4*l.* for their first year of service. During the years between 14 and 20 they learn different departments of work, and their wages rise with their age and skill from 5*l.* to 15*l.*; when 20 and upwards they command from 18*l.* to 21*l.* a year, but if placed in a position of responsibility as foremen, they get 22*l.* or 23*l.* as a maximum wage, and are generally known as husbandmen (Welsh "hwsmon").

Dairymaids are scarce, but if well qualified they are paid from 15*l.* to 18*l.* a year. As a rule, women take no part in open field work, but on the smaller farms, they occasionally lend a helping hand in the harvest season, and in setting potatoes.

IV.—Cottage Accommodation.

General scarcity of habitable cottages.

42. In the Appendix is given a list of the number of inhabited and uninhabited houses for each parish throughout the Union according to the census of 1891, and this affords some rough idea as to the supply of cottages, both in respect of number and as compared with the past. For the great decrease in the numbers recorded has taken place almost entirely among labourers' cottages and not among farm houses or any other kind of residences. It may be also taken for granted that the uninhabited cottages are also nearly every one of them uninhabitable, having, in fact, been allowed to become so through the disinclination or inability of the owners to repair, for on all hands it was stated that the present supply of cottages was insufficient, especially in the remoter districts. "You may take it as a rule," I was told at Llanfyllin, "that the labourers' cottages are very deficient in number, and the cottages which are being built at Llansantffraid and elsewhere are not suited to labourers, being too highly rented." The same in effect was the evidence everywhere. Thus, in Llanerfyl parish, Mr. Chamberlain had found it necessary to build new cottages to house the labourers he required. According to his bailiff, who is a native of the district, "most of the land about here (*e.g.* Llanerfyl) belongs to Sir Watkin, and during the last 50 years he has allowed scores and scores of cottages to tumble down. If we want more labourers than we have cottages, they would have to lodge on the ground, or walk one to two miles according to where they lived." (See par. 32.)

Gradual disappearance of farm cottages.

43. Cottages which were formerly scattered on farms have almost entirely disappeared, so that now labourers are congregated together in villages, or live in cottages built here and there on the roadside. I have already dealt with some of the causes which have brought the labourers to the villages, but the chief cause is undoubtedly the owners' inability or unwillingness to repair cottages dispersed on farms. Some *labourers* also prefer the village, so that the children may be near to school, and the wife close to the shop. The result is that many labourers live at a great distance from their work, and this has an indirect tendency to check employment, as farmers are not so ready to engage men whom they know to be often tired before they reach the farm in the morning.

Construction (1) of lowland cottages

(2) of squatters cottages.

44. The greater number of cottages are stone-built, some of the more modern being of bricks. Owing to the working of quarries in the neighbourhood at Llangynog, slate is almost universally used for roofing, and, in a less degree, stone flags for flooring. There are, however, many floors which are laid with pebble pavement, and some with mud only. But there are still in the hilly districts of Garthbeibio, Llangadfan, &c., many old-fashioned cottages and even farm-houses, which present a wretched appearance, being often built of mud and wattling, and thatched with rushes or heather, partly owing to the inconvenience and expense of procuring lime, timber and other material, and partly owing to the fact that at least some of them have been built by the occupiers themselves in the capacity of squatters on the waste of the manor. I shall not attempt to describe the construction of this class of dwellings, for they are built by unskilled hands, after no definite plan, and all that is aimed at is to render them fairly water-tight. A tapering aperture in the roof serves for a chimney, but quite as often as not the smoke escapes by the door, or oozes through the partitions after mellowing every article of furniture as well as the complexions of the inmates. Many of the older houses of this type have their fires of peat (the chief fuel of the mountain district) on the

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floor in the centre of the dwelling, and owing to the corresponding position of the chimney they were formerly known as "ink-bottle houses."

45. Owing to the absence of ovens in the latter kind of houses, "bake stone" bread is generally used, but there is also a large number of modern cottages in the villages which are not provided with ovens, or with suitable fireplaces for their insertion. In such cases bread has to be bought instead of being baked at home by the labourer's wife, and this increases the family expenditure, as may be seen by comparing the estimates for flour with those for bread in the labourer's budgets which are given in Appendix II. If the garden is also small, or does not exist at all, a double hardship occurs, as bought bread has to take the place of potatoes. It may also be generally stated that in many other respects when the accommodation of the cottage is too limited, the family suffers from inability to make the best of whatever they have.

tate of pair.

46. Generally speaking, the cottages appear to be in a fair state of repair, leaving out of consideration the squatters' huts which I have mentioned: the few that are still scattered on farms, or have small holdings attached to them seem to be the most neglected.

entilation, rainage, nd general anitary ondition.

47. Usually the only means of ventilation are provided by the door and chimney, as in all, except the most modern cottages, the window cannot be opened.

Except in two of the largest villages, the drainage is mere surface drainage, while the water supply is entirely drawn from surface wells, which are naturally apt to be contaminated by soakage. It has also to be fetched from inconvenient distances in many cases. Dr. Felix Jones, the Medical Officer of Health, referred to the great, and probably excessive, prevalence of diphtheria in the district, owing to the want of a proper system of drainage.

As to sanitation, no general statement is possible, as there is much difference between different villages. To give the worst example that came under my notice, Llanrhaiadr was unanimously described by its inhabitants at the public meeting which I held there as "the most unsanitary village in the whole of North Wales":

"Many cottages have no gardens or 'backs' at all, and there are 25 cottages in the village without a water-closet or privy." Several nuisances arising from an open watercourse conveying the village sewage, as well as from bad drains, are referred to in the report of the medical officer of health, for 1890—not for the first time, for he plaintively addresses the local authority as follows: "It is a very disheartening thing for me, as your officer, to report such nuisances repeatedly, and nothing is done afterwards." In the same year the village suffered from a "water famine." Other villages are not so bad, but it is a common complaint that where privies exist they are neglected and allowed to become a nuisance.

Ignorance has much to do with the production of insanitary conditions. For instance, diphtheria was also attributed by the medical officer to "the system of throwing slops in front of the house, with the result that they soak into the foundations. A few yards in front of each house should always be paved."

Limited bedroom accommodation.

48. But the worst feature of the cottages of the district, being in fact almost the only thing complained of by the married labourers, is the lamentable deficiency of accommodation. Many consist of two rooms only, a kitchen and a bedroom (chamber, in colloquial Welsh "siamber"), both being on the ground-floor. More generally there is a large kitchen and a small pantry down-stairs, and one unpartitioned room containing two or three beds up-stairs. But whatever the variation in respect of arrangement, there is seldom but one bedroom for the use of the whole family, having no sub-division so as to admit of the separation of the sexes. Over-crowding is the inevitable result, and to remedy, or prevent it, the local authority is utterly helpless, for a rigid application of sanitary principles would at once render more than half the cottages in the union tenantless. One of the medical officers of health, in his report for 1890, refers to the process which is continually going on: "A newly-married couple takes a small cottage, possibly sufficiently large for themselves alone, and proceed to 'found a family.' Child after child arrives, until the cottage becomes so overcrowded as to become unhealthy and a source of danger, not only to the inmates themselves, but also indirectly to the neighbourhood, by encouraging the development and propagation of fevers and infectious diseases." To this it is necessary to add that the "small cottage" is taken out of necessity and not from choice, for cottages with sufficient accommodation for ordinary-sized families are too dear for a labourer in receipt of 8*s.* a week and his food.

It is seldom that there is a fire-place in the bedroom of a cottage when the sleeping apartment is on the ground-floor, and never, as a rule, when the bedroom is up-stairs. This tells terribly against patients in the convalescent stage, who, if they get up at all, must leave their room and seek the warmth of a fire in a draughty kitchen, where all the household operations, such as washing, cooking, and baking have to be done. The dampness of the floors and walls, when the bedroom is on the ground-floor, is also ranked among the chief causes of illness in the district.

Dimensions of typical cottages.

49. The following are fairly typical examples of the different kinds of cottages, giving their measurements:—

No. 1. With all its rooms on the ground-floor:
Kitchen, 14 ft. by 12 ft.
"Chamber," 11 ft. by 7½ ft.
Pantry, 11 ft. by 4½ ft.

No. 2. With two rooms down-stairs and one up-stairs:
Kitchen, 13 ft. by 10 ft.
Back kitchen, 9½ ft. by 5 ft., both being 7½ ft. high.
One unpartitioned room up-stairs, 7 ft. high.

No. 3. Three rooms down-stairs and two up-stairs:
Ground-floor: kitchen, 12 ft. by 13 ft.; pantry, 6 ft. by 5 ft.; back kitchen, 6 ft. by 6 ft., all being 7½ ft. high.
Two rooms up-stairs, being 5 ft. high at wall-plate but open to gable-ridge in the centre, one being 13 ft. by 12 ft., the other 10½ ft. by 6 ft.

The ordinary sized room in the district appears to be about 12 ft. square, and when there is a room up-stairs it is generally unceiled, and the posts of the bed reach up to the roof at the side.

Ownership and tenure of cottages.

(50.) Cottages throughout the district are generally held directly by the labourers of their owners, whether such owners are also owners of an adjoining estate or are independent owners. Very few labourers own their cottages, and it was stated that building societies had not yet reached the district. No conditions restricting employment are attached. The tenancy is mostly an annual one, requiring six months' notice for its termination, but a few were also stated to be held under a weekly tenancy, with a week's notice to quit. Gardens are usually attached, but by no means invariably, and the rent for both cottage and garden ranges from 3*l.* to 7*l.*, the rates (amounting to about 1*s.* 6*d.* in the £) being paid by the landlord. It is often difficult to know on what basis the rent is assessed, as the higher amount is sometimes charged for a poor cottage with no garden, while in other cases a good cottage and a fair-sized garden are let for the lower sum.

Large number of squatters.

51. Squatters' cottages, with small plots of land attached to them, are very common in the hill districts. A house of the more primitive type that I have already referred to would be erected by an intending settler, and the surrounding waste land would be gradually enclosed. In some cases there would be no acknowledgment of any seigniorial rights, as the land in question would be regarded as "no man's land;" in others a nominal rent of a few shillings would be paid to the lord of the manor from the commencement. But by this time most of the older settlers have either attorned as tenants to the lord of the manor, or their somewhat indefinite rights have been surrendered to him or bought up on his behalf. The late Lord Powis had also been in the habit of granting leases for two or three lives to such settlers, on the condition that their holdings should become his absolute property at the expiration of the term. Many such leaseholders are to be found in the Cefncoch district. Squatters who have been bought up by Sir Watkin Williams Wynn are to be found in the hamlets of Gartheryr, Banadle isa, Bwlch y ddar and Briw, in the district between Llanfyllin, Llanrhaiadr, and Llangedwin. At Llanfyllin Dr. Edwards mentioned instances where a "man's ancestors had built cottages on bits of waste land, paying a nominal rent of perhaps 5*s.* a year, and in consequence of improvements made by him and his descendants the rent was now 12*l.* per annum." But in the remoter districts this process is still going on, being in fact the only method in vogue for reclaiming mountain land. I saw several such "encroachments" or "squatters" settlements, which had been made within the last 10 years, on the roadside in the bleak district between Llwydiarth and Cann-office, in the parishes of Llan-

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flhangel and Llangadfan, and, as I subsequently discovered, the practice extends in that direction on to Merioneth; and a large number of squatters' cottages are to be found in the parishes of Mallwyd and Llanymawddwy in the Dolgelley Union.

V.—GARDENS, ALLOTMENTS, &c.

General smallness of gardens.

52. As to the size of gardens, the reply which I received at Meifod is applicable to the whole district: "Sufficient (in size) in the country, but deficient in the villages." There are hardly any, however, even in the country which are as much as one-eighth of an acre in extent, while those in the villages are often too small to be of much benefit to their cultivators, and many cottages have no gardens at all. The average size appears to be about eight or ten square yards.

Influence of village shows in improving cultivation.

53. Though the gardens are small, the very utmost is made of every inch of soil belonging to a cottage. One special feature of the district is the punctilious neatness and the pretty appearance of the cottage and its surroundings. This is largely due to the influence of the local garden shows, which are among the chief events of the year in several of the villages. For instance, "The Llanymynech and District Floral and Horticultural Society," which comprises within its area seven parishes included in the Llanfyllin Union, offers premiums for the best kept and cropped garden within different sets of parishes for the neatest flower garden and for the best collection of vegetables and flowers. Similar societies are also established at Llangedwin, Llanfyllin, and Meifod, and another was being promoted this year for Llanfair. Comparing these districts with others that have no shows, I have no doubt that such exhibitions, when properly conducted, produce an enormous amount of good by inspiring labourers with a love of gardening, by inducing them to compare and study methods of cultivation, and by providing for them and their families what must be to many a labour of love. What seems to be now needed is that simple lessons in cookery be provided so as to teach the wives and daughters of labourers how to utilise the vegetables which they already know how to grow with such success.

No desire for allotments.

54. There are no allotments, in the strict sense of the term, to be met with in the district, and I am somewhat doubtful of their success if any attempt were made to introduce some. The general opinion of the labourers was that "it would be of no benefit to have a smaller quantity of land than would be sufficient to keep a cow," nor is the Welsh labourer, in my opinion, likely to take much interest in any plot of land which is not closely associated in his mind with his home. If the allotment could be made to adjoin his cottage, or be in sight of its window, his feeling towards it would be different. What I find is that there is a greater demand for small holdings than for allotments. Some home employment is desired for the labourer's wife rather than any addition to the labourer's own burden of work by the cultivation of an allotment in the evenings.

Potato grounds.

55. This indifference as to allotments is to some extent accounted for by the prevalence of potato grounds. I have no means of estimating their number, but, as a rule, no labourers experience any difficulty in obtaining enough ground to plant a row or two of potatoes by paying the usual charge, for such ground is never given as a perquisite in the district. The charge usually made was stated to be from 2*s*. 6*d*. to 3*s*. 6*d*. a rood, or 5*s*. for as much ground as would be required to plant one peck of potatoes. The advantage of this system in the sight of the labourer is that it relieves him of the necessity of spade cultivation, as the farmer prepares the ground and supplies the manure.

The custom is not, however, so much in vogue as in former years, and labourers grudge having to pay what is only an additional rent for land which is necessitated by the smallness of their gardens. Formerly the labourers' wives used to wipe off this charge by working at the harvest, but now the payment has to be made in cash, and is therefore more obvious to the labourer's mind. The fact that the labourer gets his food at the farm where he works also makes him less anxious for an allotment or a large-sized garden, but his family suffers all the same.

In "congested" districts small holding becomes a "crutch and not a walking stick."

56. There are no cow-runs or cow-pastures in the district, but there is a large number of small holdings in the "squatter" portion of the Union, where, however, the labourers find a difficulty in getting regular employment to supplement what little profit they are able to make out of their holdings. The result, as was suggested by the chairman of the County Council, is that the small holding is to them a "crutch and not a walking stick." But where there is regular employment a small holding is of evident advantage, and is just what is eagerly desired throughout the districts. Mr. Chamberlain's agent mentions two labourers in Mr. Chamberlain's employment who have 6½ and 8½ acres respectively, enabling them to keep two cows each, and "it does not interfere with their working for us. It is difficult to say what this adds in money to their income, but they get all their groceries in exchange for milk or butter, and the value of a cow from time to time."

Pig and poultry-keeping on the decrease.

57. Almost every labourer who has a garden endeavours to keep a pig, but the number of those who are able to do so is much less than formerly. Pig-styes have been condemned by the sanitary inspector as too near to the dwelling-house, and the garden is too small to admit of building a new one at the required distance, or if it is large enough the landlord refuses to do so, but makes no corresponding reduction in the rent. Some labourers also doubt whether there is any advantage in keeping a pig when one has not a place to keep a cow. The want of a run tells against the keeping of pigs, as it also does against poultry-keeping in villages. When the cottages are, however, scattered along the road-side and not congregated in villages it is the rule to keep a few fowls. Bee culture is encouraged by the cottage garden societies, and a fair proportion of labourers have two or three hives. It is not so much intended to make profit out of bee-keeping as it is to obtain mead as an autumn drink, and a little honey for use in case of sickness.

VI.—FRIENDLY SOCIETIES.

General prevalence of benefit societies.

58. By far the greater majority of labourers belong to some friendly society or other. Montgomeryshire does not appear ever to have had a county benefit society, but a large number of old-established local clubs are to be found in the district, co-existing with a few branches of such general societies as the Oddfellows and Foresters, chiefly the former. To give a few instances, there are four benefit clubs at Llanfyllin, two being purely local and two general. In the district to the south and east, which may be said to be more amenable to English influence, branches of general societies are most commonly found, *e.g.*, Meifod Oddfellows Club, 83 members, almost entirely labourers; the Ardleen (Oddfellows) Society, with 136 adult members and 36 juveniles; Llandrinio (Foresters), 119 members. Of both the latter quite three-fourths are agricultural labourers.

There are also two clubs at Llanymynech (on the borders of the Union), one at Llanfechain, and one at Llansantffraid, of which I did not receive any detailed information.

In the Welsh district to the west and north the benefit societies are chiefly of a local character, *e.g.*, at Llangynog there are two clubs, one established 106 years ago, having 80 members, and the other, established about fifty years, is about equally strong, and has many farmers as well as labourers among its members. Llanrhaiadr has four benefit clubs.

(1.) Sons of Japheth, with about 100 members, divisible every ten years. Its members are mostly farmers.

(2.) Sons of Brochwael, with 150 members, of which two-thirds are labourers.

(3.) The Evergreen Club, with 172 members, being farmers and labourers, many of whom are drawn from adjoining parishes.

(4.) Tanat Valley Female Friendly Society, with 60 members, including a few servant girls and labourers' wives.

At Llanfair "the Sons of Gomer" number upwards of 500, of whom two-thirds were stated to be farm labourers, and the remainder farmers and small tradesmen. In payment, 1*s*. a month and 2*s*. 6*d*. a year, doctor's fee, sick allowance 6*s*. a week.

Among other local clubs there is one at Garthbeibio for the parishes of Garthbeibio, Llangadfan, and Llanerfyl, and another at Llanfihangel, but of these I received no details.

No club-room or any provision for recreation of labourers.

59. I do not think there is a single instance throughout the whole union of a club room, village institute, or reading room. The meetings of benefit societies are therefore generally held in public-houses, some having rules prohibiting the introduction of drink into the room while the club business is carried on, but in the

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others, as at Llanrhaiadr, members may drink if they choose during business. The holding of a feast, or an annual "turn-out," if properly conducted, tends, I think, to keep the younger men interested in a society, and also serves as a good opportunity for recruiting new members. The discontinuance of the anniversary is a sure symptom of a decaying condition. The organisations of the district are entirely the result of the members' own exertions; there are hardly any honorary members who support them with money or advice, and, in fact, I met with only one case in which special encouragement was given by an employer for his men to join. Mr. Marshall Dugdale says, "Every permanent labourer I employ is expected to join a benefit society. When he goes on his club (certified by club doctor) I make up his wages."

Necessity of making methods of saving better known.

60. There are no savings banks except those in connection with the Post Office, and those are extensively used by unmarried servants, especially girls. Penny banks have recently been established in connection with several elementary schools, and are likely to produce much good by inculcating a habit of economy and a taste for saving among the young. Life insurance is much resorted to in the district of Llanfair, being attributable to the activity of different agents, rather than to any greater thrift in the habits of the inhabitants. In many cases I believe that young people would put by a much greater amount of savings if a reliable system of doing so could be made to be more constantly present in their minds. They are not generally aware of the existence of the Savings Bank Department of the Post Office, and often, if the subpostmaster were better able to explain the method either of banking or of insuring one's life through the medium of the Post Office, and had something like the personal interest of an ordinary insurance agent in "pushing the business" and showing its advantages, the present facilities provided by the Government would be in much more general use among the labouring classes throughout the country.

VII.—Trades Unions.

No trades unions.

61. There are no trades unions in the district, nor has there ever been any attempt to form such an organisation.

VIII.—General Relations between Employer and Employed.

Relations friendly but independent.

62. The feeling between employer and employed was generally expressed to be very amicable. On this account it was suggested, when I was making preliminary arrangements, that I could hold mixed meetings of labourers and employers without fearing any friction between the parties. I found no difficulty in consequence of adopting that plan, for both sides agreed pretty well as to the replies which they should give me. Occasionally there was an argument as to a certain fact between a labourer and a farmer, but nothing was said in a hostile tone, nor apparently with any other motive than that of getting at the truth, and yet both spoke in an open and independent spirit. Indoor servants were, perhaps, more independent in tone than married labourers; but there were very few instances, I was told, of engagements being broken, or of earnest money being returned after an engagement had been made. In former years the nature of the food provided at farmhouses was a constant source of ill-feeling, but as this has greatly improved of late years, there is now hardly anything to disturb the relation between employer and employed.

IX.—The General Condition of the Agricultural Labourer.

Indoor servants better off, but labourers not much improved in position.

63. The condition of indoor servants may confidently be said to be now better than it has ever been before in the district, but with respect to the married labourer the improvement has been but slight, and there seems now to be a less chance of a career for the successful labourer than in former years. This is due to the steady disappearance of small holdings, which, for him, were the first rung in the ladder of social advancement. The decrease of farm cottages drives men to the villages, where, though the cottages are more comfortable, they generally pay higher rents, without the old facilities for pig and poultry keeping. Nor are they able to get the butter-milk, which used to be liberally supplied at nominal prices, but which is now rarely fetched. The removal to the village also means the loss of the occasional load of firewood carried by the farmer, and, in mountainous districts, the privilege of cutting peat for fuel, so that now almost all have to buy coal, which in recent years has greatly advanced in price. On the other hand, the wages of married labourers have gone up about 1*s.* a week within the last 20 years, while the prices of the chief necessaries of life have gone down.

Labourers' views on their position.

64. The following is a translation of a short statement prepared under this head by the labourers at a meeting at Meifod: "The hours of work are very long; and the wages are so low that it is impossible for agricultural labourers or their families to live, except in great poverty, and if a labourer has a large family he has no prospect before him except the parish in his old age. The condition of the labourer should be improved, or else the best men cannot be kept on the land." Among the suggestions made were the following: "that there should be greater care of the sleeping accommodation, both in cottages and in farmhouses, with reference to the male and female servants;" and, second, that the Small Holdings Act should be put in operation in the district. It was also suggested that I should inspect some of the cottages, which, I invariably did in all the villages I visited.

In the Appendix are given a few specimens of labourers' budgets, which were obtained for me from labourers' wives by Mr. John Jones, J.P., Llanfyllin; Mr. Evan Thomas, sanitary inspector, Meifod; and Mr. R. B. Jones, schoolmaster, Llanrhaiadr. It should be noticed that they represent three different districts in the union.

Labourers' food.

65. *Food.*—The following appears to be the usual food provided for labourers in the district:—

(1.) Breakfast: broth, or a kind of thin oatmeal soup (known as "potes," and corresponding to the "cawl" of South Wales), with bread and cheese and tea, or sometimes bread and milk, to follow.

(2.) Dinner: consisting of bacon and potatoes, followed, in most places, by some pudding or dumpling.

(3.) Tea; and (4) Supper: sometimes porridge, sometimes flummery ("uwd"), but more commonly bread and milk.

In the summer a "bite" is generally given between breakfast and dinner, and consists of bread and cheese, accompanied with beer in the beer-drinking districts. In harvest-time many farmers either kill a sheep or two, as they may require, or buy joints of fresh meat for their workmen. Then meat is given twice a day, at dinner and at supper. Bread made of barley and rye has been completely superseded by wheaten bread, and oatmeal is considerably less used for all purposes of diet than in former years. The most general drinks are oatmeal gruel, or milk and water mixed ("glasdwr"), beer being confined to the English-speaking district, and to the neighbourhood of the larger villages.

Food of labourer's family.

66. As for the labourer's family, it undoubtedly suffers by having to provide food separately from the labourer himself. Tea and bread, with cheese, butter, or jam, constitute almost every meal of the family, except on Sunday, when a little bacon and a few potatoes are boiled for dinner. Milk, which forms so large a part of the diet of the labourer himself when living on the farmer's finding, is almost unobtainable in small villages. If the village is not large enough to have milk supplied regularly, farmers will not sell it in small quantities, and labourers are also, perhaps, too independent to ask for it as a favour. Not only labourers, but other residents in small villages (such as schoolmasters and ministers), experience the same difficulty, and say that it is much easier to obtain milk in a large town than in a small country village. Being therefore brought up at home on tea and bread and jam, many children, when they enter service, cannot at first very well eat the hard but more nourishing food provided by the farmers.

General weakening of the discipline formerly exercised by employers over their men.

67. As a class the labourers are continually improving in point of education and intelligence, but it was complained that the indoor servants were given to greater frivolity and rowdiness, and that much of the civility and gentleness of former days has been lost. The moral influence which the employers possessed over the servants is getting less and less. It has been suggested that this is largely a fault of the farmers. The sanitary inspector says, "Many farmers consider that when supper is over their duty towards the servants is also over, and it is not unusual to suggest, if not by words, nevertheless by unmistakable signs, that they are not wanted in the house except while they are eating. If young men were dealt with more reasonably

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in this matter there would be less congregating at cross-roads after dark, &c." But this is also quite as much due to the want of some innocent recreation, or of some provision for a place to meet other than at cross-roads, or in public-houses. At present they give vent to any exuberance of spirits by meeting together in gangs, and by shouting and singing along the highways, with the view of frightening passers-by, but without doing any further mischief. In some districts, however, this inevitably leads to drinking. A few years ago the neighbourhood of Llansantffraid was notorious for the drunken habits of its people. It is said to be now much improved, but drunkenness still prevails there and about Llanfair—as well as in some other parts of the Union—to an extent not at all to the credit of those districts.

I have, &c.

(Signed) D. LLEUFER THOMAS
(Assistant Commissioner)

APPENDIX A.—PAROCHIAL STATISTICS.

NAME OF PARISH.	Area in Statute Acres.	Rateable Value.	Population in 1871.	Population in 1881.	Population in 1891.	Decrease in Population, 1881-91.	Decrease per Cent., 1881-91.	Decrease per Cent., 1871-91.	Houses in 1891.	
									Inhabited.	Uninhabited.
		£								
Carreghofa	1,823	2,816	524	511	465	46	9·0	11·2	106	8
Garthbeibio	7,200	1,173	332	286	246	40	13·9	25·9	53	4
Guilsfield	14,462	20,280	2,558	2,430	2,275	155	6·3	11·06	465	58
Hirnan	4,000	1,694	261	259	245	14	5·4	6·1	47	6
Llanarmon Mynydd Mawr*	1,037	1,169	155	152	129	23	15·1	16·7	26	—
Llancadwaladr*	863	841	209	203	165	38	18·7	21·1	31	2
Llandrinio	3,832	6,973	875	805	751	54	6·7	14·1	172	13
Llandysilio	3,141	6,623	674	611	586	25	4·09	13·0	130	6
Llanerfyl	16,255	4,318	835	788	668	120	15·2	20·	136	21
Llanfair	16,159	11,579	2,485	2,286	2,019	265	11·5	18·8	451	52
Llanfechain	4,462	6,248	665	630	619	11	1·7	6·9	139	7
Llanfihangel	10,005	4,819	883	818	767	51	6·2	13·1	151	2
Llanfyllin	7,923	8,665	1,934	1,774	1,753	21	1·1	9·3	400	17
Llangadfan	16,929	4,188	997	923	876	47	5·09	12·1	182	9
Llangedwin*	1,320	2,391	268	247	211	36	14·5	21·3	50	6
Llangyniew	4,513	3,980	568	486	457	29	5·9	19·5	100	7
Llangynog†	3,223	3,402	608	464	629	—	—	—	154	38
Llanrhaiadr (in Denbigh)*	7,069	7,731	1,513	1,383	1,281	102	7·3	15·3	285	18
Llanrhaiadr (in Montgomery)	9,797	5,633	856	874	871	3	·03	†1·7	219	21
Llansaintffraid (in Pool)	3,149	6,187	838	802	764	38	4·7	8·8	183	23
Llansaintffraid (in Deythwr)	2,643	4,118	524	437	414	23	5·2	20·	90	12
Llanwddyn	20,190	2,540	443	458	408	50	10·9	7·9	81	3
Meifod	12,614	12,992	1,855	1,582	1,471	111	7·	20·7	324	26
Pennant†	5,000	2,185	811	746	366	—	—	—	80	13
TOTALS for the whole Union	188,009	132,545	21,671	19,955	18,436	1,519	7·6	14·9	4,055	372

*The parishes marked with an asterisk are in Denbighshire; all the others are in Montgomeryshire.
†Between 1881 and 1891 Upper Pennant was added to Llangynog parish; the difference in population is therefore not given separately opposite these parishes, but it is included in the totals. Taking both together, the decrease for 1881-91 was 17·7, and for 1871-91, 29·1.

APPENDIX B.

SPECIMENS OF LABOURERS' WEEKLY EARNINGS AND EXPENDITURE. (Supplied by Mr. John Jones, J.P., Llanfyllin.)

LLANFYLLIN.

(*a*) Labourer, wife and four children. Wages, 14*s.* per week; has one boy earning 4*s.* per week. Wife stated, "We never see a bit of fresh meat in the house. I am not able to get a new garment. I have been obliged to depend upon the kindness of my friends for garments; I shall be a little better off this year, as I am a member of a clothing club."

	s.	*d.*
Rent	2	0
Coal	1	6
Flour	3	0
Butter	1	6
Cheese	0	8
Tea	0	6
Sugar	0	6
Candles	0	3
Soap	0	3
Milk	0	7
Barm	0	1½
Bacon	1	0
Tobacco	0	3
	12	1½

(*b*) Labourer, with wife and six children (eight in family). Wages, 15*s.* a week on his own food.

	s.	*d.*
Rent, 2*s.* 6*d.*; fire, 1*s.*; light, 3*d.*	3	9
Bread, 5*s.*; butter, 1*s.* 6*d.*	6	6
Tea, 6*d.*; sugar, 6*d.*; coffee, 2½*d.*	1	2½
Bacon, 1*s.* 3*d.*; herrings, 6*d.*	1	9
Treacle, 2*d.*; cheese, 6*d.*	0	8
Pepper, salt, matches, &c.	0	1½
Average estimate for boots	1	0
	15	0

LLANRHAIADR.

(Information supplied by Mr. R. B. Jones, schoolmaster.)

(*c*) Labourer, with wife and five children, weekly wages being 8*s.* and his own food, except on Sundays. He gets his milk free. They keep a few fowls, but find it difficult to make ends meet.

	s.	*d.*
Rent	1	0
Coal	0	10
Flour	2	6
Butter	0	6
Tea	0	3
Carried forward	5	1

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	s.	d.
Brought forward	5	1
Sugar	0	4
Candles	0	3
Soap	0	1½
Barm	0	1
Bacon or fresh meat	0	9
Tobacco	0	4½
Average estimate for boots	1	0
	8	0

N.B.—No estimate is given for clothing in any of the above lists.

(*d*) Labourer, and wife and three children; weekly wages, 8*s.* and labourer's own food. Has a good garden, and keeps a pig, which he hopes will enable him to pay the rent. He cannot keep out of debt.

	s.	d.
Rent	2	2
Coal	0	8
Flour	2	6
Butter	1	0
Tea	0	6
Sugar	0	4
Candles	0	3
Soap	0	1½
Milk	0	4½
Bacon or fresh meat	0	8
Average estimate for shoes and clothing	2	0
	10	6½

METHOD.

Annual earnings and expenditure. This is an estimate based on information within the knowledge of Mr. E. Thomas, sanitary inspector. The previous instances are actual cases.

Total earnings of labourer, including harvest wages, 26*l.* and his own food. Family consisting of four or five persons.

	£	s.	d.
Rent	3	10	0
Coal and other fuel	2	10	0
Benefit society	1	0	0
Boots and working clothes for self	1	10	0
Boots and only the indispensable articles of clothing for the family	3	10	0
Cost of replacing domestic utensils, and of buying necessary furniture	1	0	0
	£13	0	0

This leaves 13*l.* for the food of the family during the whole year, or 5*s.* per week.

APPENDIX C.

AGRICULTURAL STATISTICS FOR 1891.

The following statistics for the Llanfyllin Union are derived from a Return supplied by the Board of Agriculture to the Royal Commission:—

Crops.	Acres.	Approximate Per-centage of cultivated Area.
Wheat	4,605	4·21
Barley or bere	5,054¾	4·63
Oats	7,844¾	7·19
Potatoes	725⅓	0·66
Turnips and swedes	2,975	2·72
Clover and rotation grasses	11,986½	10·98
Small fruit	41	0·04
Other crops not separately specified	732	0·67
Total arable	33,955½	31·10
Permanent pasture	75,241¾	68·90
Total cultivated	109,197¼	100·

Live Stock.	
Cows and heifers in milk or in calf	10,444
Other cattle two years old or more	5,095
Do. under two years	14,791
Total cattle	30,330
Sheep one year old or more	95,891
Lambs under one year	48,566
Total sheep	144,457

The Return does not give the number of horses and pigs.

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ROYAL COMMISSION ON LABOUR.

THE AGRICULTURAL LABOURER.

WALES.

REPORT

BY

MR. D. LLEUFER THOMAS
(ASSISTANT COMMISSIONER),

UPON THE

POOR LAW UNION OF DOLGELLEY
(MERIONETH).

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THE AGRICULTURAL LABOURER.

To Geoffrey Drage, Esq., Secretary,
Royal Commission on Labour.

2, Brick Court, Temple, E.C.,
27th October 1892.

Sir,

The Agricultural Labourer.

1. I have the honour of submitting the following Report on the Dolgelley Union, which is the fourth district in which I have held inquiries into the condition of the agricultural labourer. This union was previously selected as an area for inquiry by the Commission on the Employment of Children, &c. in Agriculture, in 1861, and the Report of Mr. J. H. Tremenheere on that occasion affords useful material for the purpose of a comparison with the state of things at the present time.

Area of inquiry.

2. After some preliminary correspondence with Mr. C. E. J. Owen, of Hengwrt-ucha, one of the county councillors for the district, and with the clerk to the guardians (Mr. W. R. Davies, solicitor, Dolgelley), I attended a meeting of poor law guardians, county councillors, and others, held at the board room of the union at Dolgelley on the 3rd of September, when I explained the nature of the inquiry, addressing those present, at their request, in Welsh. I then arranged a series of visits to the outlying districts of the union, and in the course of the following weeks I held public meetings at Dinas-Mawddwy, Duffryn, Llwyngwril, Llanegryn, Abergynolwyn, and Dolgelley. The meeting at Dolgelley was convened for September the 20th, on which day one of the largest business and pleasure fairs of the year was held there. This secured a large attendance at my meeting, but at no other place that I have yet visited did I find the farmers so uncommunicative. Several expressed themselves as being disappointed on realising that I was inquiring into the relations of labour only, and not into the condition of land tenure, and the sum total of the evidence given by such unwilling witnesses was, that a labour inquiry was quite unnecessary in the district, and that it was something else which they expected, and were in need of. There was this much of truth in their statement, at all events, viz., that by far the greater number of them were small farmers, who had no occasion for hired labour, or, if necessary, relied more upon the services of youths boarded at the farmhouse than of married labourers. The scarcity of the latter class made it also difficult to obtain first-hand information from the side of the labourers, and I had, therefore, to obtain a good deal of my facts from men who were employed at the slate quarries, or the gold mines, but who had at some period or other been working on farms.

Mode of proceeding.

I should also mention a peculiarity which was also of the nature of an obstacle to my inquiry. It was seldom I could obtain a direct and definite reply to any question. Sometimes it would be an answer to an inference drawn from my question, or it would take an interrogative form, and would be given in a hesitating and guarded way, with endless qualifications and oft-repeated doubts. This, coupled with a laboured slowness of speech, and just a little suspicion of myself (for my speech betrayed me as a South Walian), added to the difficulty of my inquiry in the district.

3. The district is, perhaps, one of the most typically Welsh in the whole of North Wales, in respect of language, customs, and the general character of its inhabitants. I found it necessary to conduct the whole of my inquiry in the Welsh language, excepting only one interview which I had with a landowner, who was, however, I believe, not quite unacquainted with the vernacular.

District essentially Welsh in character.

4. The Dolgelley Union is situated in the south-west corner of Merioneth, being bounded on the west by St. George's Channel, and possessing about 20 miles of seacoast, which attracts a large number of visitors in the summer months, Barmouth being their chief resort. The union consists of 13 parishes, all of which are in the county of Merioneth, excepting a portion of the parish of Mallwyd known as the hamlet of Caer-Einion Fechan, which is included in Montgomeryshire. According to a return compiled this year for the county council the total area of the union is 146,639 acres (of which 1,386 acres are in Montgomery), with a population in 1891 of 14,492, equivalent to 9·80 persons to every 100 acres, or about 10 acres to a person.

Extent, position, and physical characteristics of selected districts.

The sparseness of the population is due to the very rugged nature of the country, which contains, perhaps, the steepest, though not the highest, mountains in Wales.

B.-IV. Dolgelley.

The district is divided into two unequal halves, first, by the estuary of the river Mawddach, which extends inland from Barmouth towards Dolgelley for a distance of eight miles, and, secondly, from thence on by the river Wnion, a tributary of the Mawddach. To the south-east of this are Cader Idris and Aran Mawddwy, each nearly 3,000 feet high, while the other side, to the north, is one mass of rugged hills, which culminate in the peaks of Diphwys and Rhobell Fawr (each being over 2,400 feet high), and are intersected by the upper course of the Mawddach. For incessant inequality of surface this portion of Merionethshire cannot be matched in all Wales. The only bits of lowland country in the district are two small plains, situated respectively on the right bank of the river Dysynni, in Llanegryn parish (and containing some good arable land), and at the lower extremity of Duffryn Ardudwy, in the parish of Llanenddwyn, both lying between the mountains and the sea. The strips of pasture on the banks of the Wnion and Mawddach are almost too insignificant to mention, owing to the extreme narrowness of the valleys, and the precipitous nature of the mountain sides.

I was unable to obtain from the local officer of Inland Revenue the estimated acreage of the rough enclosed pasture, or uncultivated mountain land (known in the district as "ffriddoedd"), and of the unenclosed land; without such figures it is difficult for those who are unacquainted with the district to form a clear idea of the conditions which determine the nature of the agriculture pursued.*

According to the Agricultural Returns for 1892 the following are the figures for Merioneth:—

			Acres.
Total area of county			427,811
Total acreage of cultivated area (crops, fallow, and grass, as below)			162,152
Corn crops:	*Acres.*	*Acres.*	
Wheat	849		
Barley	4,226		
Oats	9,925		
Rye, beans, and peas	103		
		15,103	
Green crops:			
Potatoes	2,078		
Turnips and swedes	1,633		
Mangolds	177		
Other roots, &c.	116		
		4,004	
Closes for hay	8,169		
Closes not for hay	6,565		
		14,734	
Fallow		79	
Total arable land		33,920	
			33,920
Pasture for hay		38,440	
Pasture not for hay		89,771	
			128,211
			162,131
Small fruit			21
			162,152

In the early part of the century the district had the reputation of being "as naked of woods as any in Wales," but according to the county council return which I have already quoted there are at present 4,183 acres of enclosed woodlands, equal to one thirty-fifth of the extent of the union.

Geology and industries of the district.

5. The geological formation is chiefly silurian, a kind of imperfect slate; in the bottom of the valleys the rock is covered with gravelly and loamy *débris*. Its mineral products are gold, manganese, and lead; there are also some very productive veins of slate, though the chief centre of this industry in the county is at Festiniog.

There are, for instance, within the union, slate quarries at Dinas-Mawddwy and Aber Angell, in Mallwyd, at Corris and Aberllefenni, in Talyllyn, at Abergynolwyn, in Llanfihangel, and near Llwyngwril, in Llangelynin, though very little work is now done at the last-named place. The manganese mines are in Llanaber parish, and the gold mines mostly in Llan-

* Since the above was written, the Board of Agriculture has furnished a Return giving, for the purposes of this Commission, the Agricultural Statistics for certain Unions. According to this return, the Dolgelley Union had, in 1891, a cultivated area of 45,049½ acres, made up of 36,996½ acres of permanent pasture, and 8,053½ acres of arable land.

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fachreth. I do not think any of the lead mines are being worked at present, or, if so, only on a small scale. Flannel manufacture with hand-loom weaving only is carried on at Dolgelley, on a small scale, where some tanning business is also done. Water is very extensively used, almost to the exclusion of steam power, in all the local industries. The most complete illustration of this utilisation of water power is to be seen at the Mount Morgan gold mines, where all the operations, including the rock-boring and stone-crushing are done by force of water. The mines are also lighted with electricity generated by water power. An experiment to light the town of Dolgelley in the same way was being tried during my visit to the district, and appeared to be quite successful. In connection with most hillside farms water is also utilised for threshing, winnowing, and chaff-cutting, and possibly for other operations. This was mentioned to me as a very important reason for protecting the rights of the inhabitants of such districts as Dolgelley against attempts at the wholesale appropriation of Welsh watersheds, to supply water to centres of population at a distance.

Nature of the agriculture pursued.

6. Under the foregoing conditions the population resolves itself into mountain farmers and quarrymen or miners; with the former, stock-raising, especially sheep-farming, is the chief concern; the cattle are sold when young, and not kept to fatten. With a slight modification, Mr. Tremenheere's words are still applicable to the district. "The land under tillage lies chiefly in the vicinity of the coast (as at Llanegryn), but a large number of farmers do not grow a blade of corn, and many do not even cultivate a potato." Very little butter is made, except what is required for home consumption, and practically no one makes cheese. At the railway station at Llwyngwril I saw a large case of margarine addressed to a provision dealer in the village. As my own experience, I may also mention that at Dolgelley I was unable to find one shopkeeper who had any kind of Welsh cheese, while only one made a pretence of keeping Welsh ham or bacon in stock, and it was only a very small quantity he had. Pig-keeping is apparently on the decrease, though bacon is the chief meat food of the district.

As to the industrial population, it is not unusual to find a small holder, or one of his sons, working at a neighbouring mine or quarry, and devoting his wages to paying the rent, while the produce of the small holding goes to clothe and feed the family. But for some such subsidiary helps many of the small upland farmers could scarcely continue to exist, and in proportion as the opportunities for outside employment diminishes, the mountain farms of the district will be converted into large sheep pastures.

Ownership of land.

7. The county of Merioneth has, not inaptly, been described as "the home of squires." The chief landowners in the Dolgelley Union are, I believe, Mr. W. R. Wynne, of Peniarth, Mr. J. Vaughan, of Nannau, Sir Edmund Buckley, of Dinas Mawddwy, Mr. C. R. Williams, of Dolmelynllyn, Mr. Charles Owen, of Hengwrt-ucha, Mrs. Richards, of Caerynwch, and the Countess de Morella. With the exception of the last-named, all these are resident on their own estates, and are to some extent employers of labour. The freeholders of the district are comparatively few in number; some farms were offered for sale during my visit, but tenant farmers did not crowd into the sale-room with that eagerness which I have been accustomed to observe in the three "united counties" of South-west Wales. They leave the purchasing of their farms to the gentry, to the professional class, and to the capitalist, so that the mortgaged freeholder is not so commonly met with as in some other parts of Wales.

As to the size of farms, there is some difficulty in estimating their extent, as no definite record appears to be kept of the acreage of sheepwalks, and a holding is generally stated to be so many acres in extent, exclusive of its sheepwalk, which is described by estimating the number of sheep which it can pasture. There are, probably, about a dozen farms of 300 acres and upwards (including the rough pasture, but excluding uninclosed sheepwalks), but the greater number would be less than half this size, or, taking rental as the basis of comparison, the majority of the holdings are rented at from 60*l.* to 100*l.* a year.

Exact statistics unobtainable.

8. In conclusion, the difficulty of making any general statement with reference to the land in the district may be gathered from the following extract from a series of "Letters from Wales," contributed to "The Times" by a special correspondent in 1887:—

"Sparsely populated, and full of tracts wild to the verge of desolation, Merionethshire is obviously a county with regard to which it is almost a matter of impossibility to give exact statistics which shall be otherwise than misleading. For example, it would be possible, but by no means easy, to discover the average rental per acre of land, but the discovery would be absolutely valueless. There are some small pieces of land in Merionethshire which might repay cultivation in spite of a high rent; there are others which for pastoral purposes . . . are worth nothing whatsoever. Nor is it possible for me to give, even if it were to be desired, a list of landowners, together with the acreage of their respective estates. . . . But Merionethshire does not boast of landowners upon a colossal scale."

Decrease of population in rural parts.

9. Every parish in the union except that of Llanaber has decreased in population within the last decade. The percentage of decrease, which averages only 4·07 for the whole union, reaches its highest point in the mountainous parishes of Talyllyn (16 per cent.), Mallwyd (15·9), Llangelynin (15·8), which is somewhat less mountainous, and Llanfihangel y pennant (14·7). Part of this decrease, especially in Llangelynin parish, is probably attributable to a local slackness in the slate industry. It is also a fact worth noticing that the three first-mentioned parishes are among the more highly pauperised in the union, as will be seen from the statistics of pauperism. Llanaber parish, on the other hand, has increased 27·8 per cent., an increase due to the growing popularity of Barmouth and the adjoining seaboard as a seaside resort and a residential district.

Pauperism, its uneven distribution.

10. In a comparative statement of pauperism prepared by the Poor Law Inspector for the North Wales District, the Dolgelley Union stands fifth in a list of twenty unions, arranged according to the proportion of pauperism to the population on 1st January 1891. The following are the figures:—

Names of Districts.	Population, 1891.	Proportion per Cent. of Indoor and Outdoor Pauperism, 1st January 1891.		Rates per Cent. of Paupers relieved (1st January 1891) on Population.	Cost for Relief of Poor, Half-Year ended Lady Day 1891, per Head of Population.	Expenditure for Relief of Poor, Half-Year ended Lady Day 1891.	
		Indoor.	Outdoor.			Maintenance.	Out-Relief.
					s. *d.*	£	£
Dolgelley - - - -	14,492	9·5	90·5	3·8	2 6¾	240	1,619
North Wales - - -	466,876	8·3	91·7	4·2	2 4¼	8,182	46,714
England and Wales - -	29,001,018	24·9	75·1	3·0	1 6¼	1,031,172	1,166,037

The number of outdoor paupers is very unevenly distributed amongst the different parishes, the percentage in the case of Llangelynin having been for many years over 7 per cent. of the whole population of the parish. A table compiled from the "Abstract of Accounts," and showing the proportion for each parish for the last three years, is inserted in the Appendix. From this it will appear that the parishes of Llangelynin, Dolgelley, Llanenddwyn, Mallwyd, Talyllyn, and Llanegryn are more highly pauperised than the rest of the union, and I was informed that, with the exception of Llanegryn, they had enjoyed that reputation for many years past. A note which is inserted by the clerk to the guardians in the "Abstract of Accounts" is interesting, as showing the system of checks and balances which he is endeavouring to put into motion with the view of equalising the rate of pauperism. It also indicates the spirit of local interest, if not rivalry, which largely governs the distribution of relief in country districts. The note is as follows:—

"The paupers residing in the six parishes (above mentioned) have received 206*l.* 0*s.* 5*d.* more than those parishes have contributed for out-relief only, and, as

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this is for half a year, the yearly excess is at the rate of 412*l.* 0*s.* 10*d.* which has been paid by the remaining seven parishes. This excess is equal to an additional average rate of 3¾*d.* in the £ per year on the said seven parishes. This difference between the payments to the paupers and the payments by parishes arises from the fact that, no matter how much is paid to the paupers residing in any parish, the guardians can only draw from such parish in strict proportion to its rateable value. With a view to remedy this, it is therefore essential for the seven contributory parishes to carefully investigate and watch the expenditure of out-relief in the remaining six parishes, which are receiving more than they contribute."

As there are several slate quarries in the parishes of Mallwyd and Talyllyn, I thought a depression in that industry might have something to do with their excessive pauperism, but the relieving officer of the district disabused my mind on the point: "For a long time no quarryman has asked for out-relief; they have sick funds, &c. of their own, but agricultural labourers are quite as ready to apply as ever they were, and are not in the least disinclined to go on the rates. Quarrymen compare very favourably with them. There are Oddfellows and Rechabites at Corris, but no agricultural labourer belongs to them. (There is no benefit society in the whole of Llangelynin parish). The worst of it is that farm labourers have no provision for old age, nor for their widows and orphans."

Alleged abuse of their office by some guardians.

11. Several persons expressed the opinion that, in the past, considerations other than the actual necessity of applicants often weighed with the guardians of some of the more pauperised parishes. "The pauperism of some parishes is due to the favouritism of former guardians." One instance was given, in which a guardian was in the habit of practically bullying his colleagues, so as to get a larger share of out-relief for residents in his own parish. This gained for him a local popularity which enabled him to retain for his harvest quite an army of paupers, who showed their gratitude by helping him to secure his crops. At present, however, I believe that every case is investigated with extreme care, and decided only on its merits, with the result that the pauperism of the union is continually tending to decrease. I was cautioned, however, from taking statistics of poor relief as any index of the condition of the lower classes in the district. The percentage of pauperism, it was said, resolves itself almost entirely into a question of administration, and it does not take into account the large number of people who have to lead a far harder life than many a pauper, but whose independence of mind keeps them from applying for parish relief.

I.—The Supply of Labour.

A plentiful supply of labourers.

12. The supply of agricultural labourers in the district does not appear to have been at any time insufficient to meet the demand. For instance, Mr. Andrew Doyle received four replies from the county of Merioneth with reference to the Royal Commission on Agriculture (1879—1882), and in all four the supply of labour was stated to be sufficient. In fact, though there are quarries and other industries in the district, there is not nearly enough work for the native population, and many young men have to leave for South Wales; and there has been from time to time a considerable emigration to the United States. The irregularity of work with the farmers has caused the departure of many. A workman at the Mount Morgan gold mine, who lived in the village of Llanfachreth, said he had been at home for two winters without having any farm work to do. Of late years, owing to the activity of the building trade in the neighbourhood, many of the labourers have turned their hands to mason's work, for which they often have an aptitude, due to their experience in repairing stone wall fences for farmers. It is, therefore, in the district of Duffryn that there seems to be a tendency towards a scarcity, but there are no complaints as yet.

The idea prevails both among farmers and labourers that the land is more or less labour-starved. At Dinas-Mawddwy it was said, "There is land here that is very much neglected; it is cultivated neither as it should nor as it could be. Much less corn is grown than formerly. Some farms are joined to each other, and on that account are not cultivated."

At Abergynolwyn it was said that hillside farms where excellent corn was once grown are now overgrown with ferns. Mr. O. Slaney Wynne, who was for many years agent for the Wynnstay Estate, said, "There is a certain amount of land labour-starved in the district; farmers have not nearly enough capital. Small holdings are generally better cultivated than large ones."

B.-IV. Dolgelley.

Mutual help among farmers.

13. In some districts farmers depend a good deal upon the mutual help of their neighbours for the chief operations of the farm. At Dinas-Mawddwy, the centre of a district in which there still remain many primitive customs, some of them probably survivals of the tribal state, I received the following evidence. As to the steam-threshing machine, two men employed by its owners are always attached to it. In addition to this, the farmers help each other on threshing day, either by going themselves, or sending their servants to do so. This system of mutual help is called "cymorth." When an incoming tenant enters on a new farm, about the 25th of March, it is also customary for several neighbours to send men with their teams to do his ploughing. (This is "cymorth troi" *i.e.*, aredig.) And similar help is given in other kinds of work; *e.g.*, in carting and spreading manure ("cymorth teilo"). Perhaps another form of the same system is to be detected in the arrangement by which one shepherd looks after the sheep of several farmers. Thus, most of the farms in Llanegryn parish have detached sheepwalks six or seven miles distant, and the care of all the sheep of the parish (about 3,000 in number) is entrusted to one shepherd and his family of three sons.

Immigration from Denbighshire for hay harvest.

14. Many years ago Irishmen used to come to the district for the harvest, but they never come now. But men from the Vale of Clwyd, which is a corn-growing country, pack up their scythes in June and come to the district for the hay harvest, and are then able to return to Denbighshire for the corn. As to immigration, other than temporary, the servants in the district between Barmouth and Harlech are largely drawn from Carnarvonshire. But the population as a whole is not of such a shifting nature as that of the Llanfyllin Union; it is most stationary, both as to labourers and farmers, in the parish of Llanegryn, an arable district. Apart from industrial disturbance a population of corn-growers is more settled than one of stock raisers. The latter, by their attendance at fairs, are more likely to acquire a taste for roving, and this probably accounts for the large number of Welshmen who become cattle dealers and drovers.

Comparative efficiency of labourers.

15. There is not much complaint of the inefficiency of labourers. One large farmer said, "There is a general complaint that men are less efficient, but that is not my own experience." At Llwyngwril it was stated "that the labourer is quite as skilful as he was 20 years ago." The introduction of machinery has not driven out skill in manual labour. Young men acquire skill at an earlier age, though they cannot now be employed so young as formerly. It is no advantage to farmers to employ children below the age at which they are allowed to leave school." At Llanegryn, reference was made to the ploughing, fencing, and hedging matches held in the neighbourhood. There are also shearing competitions, and the farmers spoke quite enthusiastically of the superior ability of their labourers and servants, both as compared with former times, and with other districts in and outside the union. At Dolgelley, where proximity to the town had probably a deteriorating influence, the reply I received was, "that the workmen are quite as efficient, but are less careful." The efficiency of the labourers is, as a rule, in proportion to the intelligence of their employers (as a class), and to the active interest which the farmers themselves take in farm work. The teaching of the labourer rests originally with the farmers themselves, and it is generally their fault if their men lack in efficiency. Mr. O. Slaney Wynne's opinion was, that the labourers of the district were not nearly so efficient as those of other parts of Wales; *e.g.*, of Denbighshire.

Employment of women still in vogue, but less common than formerly.

16. In 1867, Mr. Tremenheere referred to the "common employment of women in agriculture in Merionethshire, where they were engaged as domestic servants, with the understanding that they are to assist in the outdoor work of the farm, although very few are exclusively so employed." There are none now who are engaged for outdoor work only. But the same understanding appears to survive to the present day, though owing to the much greater scarcity of servant girls thoughout the whole union, as compared with men, their outdoor work is now chiefly confined to the hay and corn harvest. Contrary to the custom in Carmarthenshire and Cardiganshire, the servant girls do not, as a rule, feed the cows, but that is done by the men, except on small farms. Here, as everywhere else, girls generally prefer to go to towns into domestic

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service, or to learn dressmaking. For instance, in connection with certain apprenticeships attached to an endowed elementary school at Llanegryn, I was told that the girls generally, almost invariably, go in for dressmaking, the boys choosing carpentering chiefly.

Women, other than domestic servants, hardly ever go out to work in the Duffryn district, where, it was said, the farmers never ask them. In other parts they help a good deal with the harvest, and in setting and picking potatoes. But, according to Mr. E. Griffiths, agent for the Nannau and Hengwrt-ucha Estates, "women have to work very hard on the small farms; they do the chaff-cutting and churning, which are done by hand. The husband often goes to work to the mines or elsewhere, leaving the hard work at home to be done by his wife; in fact, much of the burden of home-work on small farms is thrown on the women, whether a servant girl, a daughter or wife." Considering the prevalence of small farms in the union, the inference must be that much of the work about the farmyard and the house is still done by women.

Sobriety and orderliness.

17. I may mention here that the temperance movement appears to have obtained a firm foothold in this part of Merioneth, so that it is now a rare thing to see a labourer or any other man under the influence of drink. I saw not one drunken man in the large fair which was held at Dolgelley during my stay there. In the earlier half of this century the fairs held at Dinas-Mawddwy were occasions for outbreaks of the wildest disorder, general fights with clubs being regarded as inseparable incidents of the gatherings. This has all disappeared now, and the district has a high reputation for the general intelligence, the sobriety, and the orderliness of its inhabitants.

During my visit the 2nd Battalion of the Royal Welsh Fusiliers made a march through North Wales, with the express object of exhibiting to the inhabitants the attractiveness and advantages of army life. Previously it had been found that hardly any recruits were ever obtained from Merioneth, as well as from several other counties in North Wales. A circular had been addressed, but to very little purpose, asking certain persons to use their influence in recommending the service. I understand that the presence of the Fusiliers, who were enthusiastically received wherever they went, was, so far as agricultural labourers were concerned, unsuccessful in enlisting any large number of recruits. It might also be mentioned that there is no corps of volunteers in Merioneth.

II.—Conditions of Engagement.

18. The employment of many of the small holders, who work as day labourers from farm to farm, may be said to be of a casual character, inasmuch as they are liable to lose many days from time to time. But, as they are able to work a little on their own holdings, when they cannot get work elsewhere, they do not suffer much in consequence of such irregularity. It is chiefly on account of the regularity of the employment that a married labourer generally prefers to work for one of the squires of the district, and considers it a privilege to do so. The tenant farmers, on the other hand, have their indoor servants for the usual routine of farm work; they call in a labourer only when some special job is undertaken, or any stress of work arises.

Yearly and half-yearly engagements for indoor servants; weekly engagements mostly for married labourers.

19. In the greater portion of the union indoor servants are engaged by a yearly hiring, and the year of service commences on the 12th or 13th of May. This is practically Old Mayday (W. Calan Mai), and the fact may be taken as some evidence that the old Celtic year began on that date. But in the country along the sea coast, from Llwyngwril up past Duffryn, servants are hired twice a year, each term of service commencing on the 12th of May and the 12th of November respectively. It was suggested to me that this custom was not indigenous to this district, but had spread downwards along the coast from Carnarvonshire, where it had been adopted with the view of preventing a servant who came from a neighbouring parish from acquiring a settlement in the parish of his service.

The old hiring fairs, which were once universally used, are still kept up, though much of the hiring is now done before the fair day. There are fairs which are still designated "hiring" at Dolgelley and Dinas-Mawddwy within the union. There is a fair at Towyn for the Llanegryn district, but some of the farmers of that neighbourhood have to go to fairs at Machynlleth and Aberystwith to obtain servant girls. For the Duffryn district, where many of the servants are from Carnarvonshire, much of the hiring is done at Harlech Fair, but some farmers find it necessary to go still farther away, to the fairs at Penymorfa and Pwllheli (in Carnarvonshire). The engagement is always verbal, and 1s. or some such sum is given by the employer as earnest money. If a servant wishes to break the engagement before entering on the service he generally does so by returning the earnest, but it is said that there were but few instances of this.

The Agricultural Labourer.

Married labourers, when they work for tenant farmers, are never, as a rule, engaged by the year; their hiring is either a weekly one, or they are simply day labourers, but, whichever they are, they make a special engagement for the whole of the hay harvest, and where there is much corn, for the corn harvest as well. The harvest hiring used formerly to be made at a fair or market, but it is now done privately.

The owners of land and the gentry generally, if they have farm labourers at all, do not employ indoor servants, but engage labourers who live on their own finding. In this case the engagement appears to be a yearly one, but subject to a week's notice. Much is, however, left to a kind of understanding. Thus, in Llanegryn parish, where Penlarth, the residence of Mr. W. R. M. Wynne, is, it was said that, out of 20 married labourers in the parish, only 16 were subject to a yearly engagement.

Hours of work; limits of time.

20. In accepting statements as to hours of work I had always to inquire what was the standard of time adopted, as most of the country clocks are usually from half an hour to an hour in advance of "town time." The natural tendency to unpunctuality, to counteract which this fast time is kept, is so strong that it has to be taken into account in fixing the time of meetings. For instance, to ensure the commencement of my own meetings at 7.30 or 7.45 I fixed them for 7 p.m. The hours of work for indoor servants in the spring and summer are from 5 a.m. to 7 or 7.30 p.m., and in the winter, from 7 a.m. till about the same time in the evening. They generally work later in the harvest. The usual hour for supper is 8 p.m., according to local time, i.e., from 7 to 7.30 ordinary time, and the men do not leave off work until they are called to supper. The hours of work tend to be longest on the larger farms. "In the vales of Cerist, Llanymawddwy, and Cowarch," I was told at Dinas, "people do not start working quite so early, especially in winter. There is not so much hired labour there, and the work is mostly done by the members of the family." Labourers' hours are mostly from 6 a.m. to 7 p.m., excepting estate labourers, who in most cases work only from 6 to 6.

Meal hours allowed.

21. No specified time is allowed indoor servants for meals, except in hay-time, when an hour's rest after dinner is usually given, but in that case the men often commence work at 4 a.m. so as to mow, &c. before the heat of the day. "Eat, and hurry up, boy," is the usual rule at all other times, according to a servant. The following will, however, represent the general custom:—

Breakfast	at 6 a.m.,	half an hour, including the time devoted to family prayer.
Dinner	,, 11 a.m.,	half an hour to three-quarters of an hour.
Tea	,, 3 p.m.,	quarter of an hour.
Supper	,, 7 or 7.30 p.m.	

Thus, from 1¼ to 1½ hours is sufficient to cover the meal time allowed, so that the hours of work, exclusive of meal hours, amount to 12½ or 13 hours. The hours of labourers are about an hour shorter, but the long distance at which they often live from their work is enough to swallow up that difference of time.

An exception should be made in the case of at least one employer who farms his own land, Mr. C. R. Williams, of Dolmelynllyn, who writes: "In my own case the hours exacted from the farm labourers are from 7 a.m. to 6 p.m. in the summer, and from sunrise to sunset, or practically from 8 a.m. to 5 p.m. in winter, with one hour, from 12 to 1, allowed for dinner."

The only Sunday work done is that of looking after and attending to the live stock, whether horses, cattle, or sheep. This requires from three to four hours on the larger farms, and is done by the carters and stockmen, where there are any, but where not, by the general servant, assisted by the farmer himself.

III.—Wages and Earnings.

Wages of indoor servants.

22. Under this heading I shall, first of all, deal with the replies I received from the tenant farmers as to the wages of indoor servants employed by them, and secondly, with the wages of labourers, giving a few

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instances from the wages sheets of a few typical employers, who are not tenant farmers. No accounts are kept by Welsh farmers, either of occasional payments for labour (other than that of servants) or of expenditure in any other department. I am thus unable to present any sort of estimate of the amount of money that is paid per acre each year for labour on typical farms in the district, while the information which I could obtain about the price of piece-work was too meagre to be of any use. The term "hwsmon," found in the following table, is applied to a foreman servant, fully capable of doing all kinds of work, and generally charged with the responsibility of management. His equivalent on a large English farm would be a working bailiff. As evidence of the shift which farmers make with the view of economising, I was told that comparatively few engaged a "hwsmon" nowadays, and this means that the best men are obliged to leave the district.

WAGES OF INDOOR SERVANTS.

Class of Servants.	Dinas Mawddwy and Talyllyn District. Very mountainous; some good arable land in the narrow dales of the former.	Llanegryn, Arable District.	Llwyngwril (mixed Farming).	Duffryn (mixed).	Dolgelley (mixed).
Foreman servant or "hwsmon."	23*l.* to 26*l.*	28*l.*	26*l.* to 28*l.*	(1.) A single man of 30 years of age had— £ s. 16 5 in summer, and 14 19 in winter. £30 15 (2.) Another, 25 years of age, had 29*l.* 10*s.* a year.	Practically none employed.
Ordinary general servant (over 20 years of age).	18*l.* to 20*l.* to a man about 20 years of age.	23*l.* to 25*l.* to a man of 22 years of age.	22*l.*	£ 14 in summer 13 in winter. £27 to a man 22 years of age.	22*l.* to 23*l.* paid to a stockman; a man about 20 years of age gets about 20*l.*
Best class of servant maids	10*l.* to 11*l.*; girls from 17 to 18 get 7*l.* or 8*l.*	—	12*l.*	6 in winter 8 in summer. £14	12*l.* to 14*l.*

N.B.—It is stated that if a servant is ill for a few days, it is not usual to make any deductions from his wages on that account.

Wages of labourers.

23. As to the wages of labourers employed by tenant farmers, the unpremeditated answer, which I generally found to be nearest the mark, was, as a rule, that 10*s.* a week with food, or 15*s.* without, was given, except in harvest-time. This may be taken as fairly accurate on the whole, though there was much variety in some districts. Thus, at Dinas-Mawddwy it was said that from 6*s.* to 7*s.* 6*d.* a week was paid throughout winter; about 10*s.* from the 1st of April to the 1st of June, and from 14*s.* to 18*s.* during the hay harvest. At Llwyngwril the statement I received was: "Those labourers permanently employed at the same place receive from 10*s.* to 11*s.* a week. Men hired by the day get 1*s.* 6*d.* in winter, 2*s.* from April to the commencement of hay-time; and from 2*s.* 6*d.* to 3*s.* 6*d.* for the two harvests, food being included in every case.

The following are instances of wages paid by employers who do not board their labourers. Out of nine labourers employed by Sir Edmund Buckley, Bart., one (the bailiff) gets 5*s.* a day, four receive 18*s.* a week, three have 17*s.*, and one only 16*s.*

Of the labourers at Nannau (Mr. John Vaughan), one cowman, one shepherd, and one carter are paid 17*s.* a week, and have a house and garden rent-free; the ordinary labourers receive 15*s.* a week, and house and garden, or, if they are single, 1*s.* a week is paid for their lodging at one of the labourers' cottages. Two woodmen receive 17*s.* a week, and another two, 15*s.*; smith, 18*s.*; mason and painter, 24*s.* each. The estate labourers work on the farm at harvest-time, and on other emergencies, such as sheep-shearing.

At Dolmelynllyn, as will be seen later on, the cowman and carters receive 16*s.* per week, and the ordinary labourers 15*s.*, with cottage and garden rent-free.

Labourers at Caerynwch and Peniarth receive 15*s.* a week (on their own food), but I could not find that there was any other extra in either case.

Piece-work given insignificant in quantity.

24. There is practically very little piece-work given in the district at all. The chief instance is the making or repairing of the loose stone walls, which, owing to the general absence of tree life, are the only fences within miles of the sea. There does not appear to be any standard price for the work. "We agree as best we can." "The condition of the ground, and the kind of wall required, differ ever so much in different cases." Such were the only answers I could obtain.

In some districts hay-cutting is given out as piece-work. Around Dinas-Mawddwy, for instance, moorland hay ("gwair rhos") is often mown as piecework. Its extent, instead of being expressed in the terms of ordinary measurements, is estimated according to the average capacity of an ordinary man, whose day's mowing is known as a "gwaith gwr" (a man's work). "Gwaith gwr," as the old customary measurement of such hay land, is a little over one acre in extent, and a man is now paid 3*s.* and his food for each "gwaith gwr" mown. By rising very early a labourer can mow nearly two such pieces, but from one to one and a half is the more general quantity.

Harvest payments.

25. Most of the labourers who are not permanently attached to the same place, as they are at Nannau, Peniarth, and Caerynwch, make a special engagement for the whole of the hay and corn harvest, which average about six or seven weeks each year. From 14*s.* to 18*s.* a week is paid in the outlying districts, but from 17*s.* to 21*s.* is given in the neighbourhood of the larger villages or towns, food being also included, as usual. At Nannau no extra payment is made, except that every mower of hay or "scythesman" has an allowance of half a barrel of beer for the harvest, or, in lieu thereof, 24*s.* in money. I should mention that most of the hay, if not all, has to be cut with scythes, Nannau itself being reputed to stand "on the highest ground of any gentleman's seat in Great Britain." Tenant farmers do not, as a rule, give any beer at all, but the diet is more liberal in the harvest-time than at other times.

Women receive 1*s.* a day and their food when working with farmers. Sir Edmund Buckley paid the two women in his employ 1*s.* 6*d.* a day on their own finding, for hay-making and weeding. In the Nannau pay-sheet I find one woman receiving 6*s.* a week, and another (a dairy woman), 8*s.*

No customary perquisites or allowances.

26. There are no customary perquisites or allowances common to the whole district. Potato grounds are, for instance, generally paid for separately. Most of the Nannau workmen, however, have a cottage and garden (estimated at 3*l.* a year) rent-free; one labourer has a cow pasture, and one shepherd has the loan of four cows belonging to his employer. But examples of this kind are only to be found in individual cases, and are only a few in number.

Total earnings.

27. In trying to estimate the total earnings of labourers some price has to be set on the food provided them as part payment of their wages. The result of a comparison of the wages is, that "10*s.* a week with food is equal to 15*s.* without." But, as several farmers ex-

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pressed the opinion that the food did not cost them more than about 4*s.* 6*d.* a week, I shall base my calculation on this estimate:—

	£	*s.*	*d.*
45 weeks at 10*s.* a week	22	10	0
7 weeks (harvest) at 18*s.* a week	6	6	0
Food for 52 weeks at 4*s.* 6*d.* a week	11	14	0
	£40	10	0

or,

37 weeks at 7*s.* 6*d.* a week	13	17	6
8 weeks (April and May) at 10*s.* a week	4	0	0
7 weeks at 18*s.* a week	6	6	0
Food at 4*s.* 6*d.* a week	11	14	0
	£35	17	6

Again, ordinary labourers at 15*s.* a week on their own finding all the year round (no perquisites and no piece-work)	42	0	0
Or with house and garden, valued at 3*l.* a year, in addition (as at Nannau)	45	0	0
Stockmen at Nannau, and other labourers at Dinas-Mawddwy, at 17*s.* a week	44	4	9

House and garden (value 3*l.*) to be added in first case, and 1*s.* a week extra in the other, bringing up the total to about 47*l.*

If these estimates are correct, it is to be noticed that a labourer gets more for his work when he lives on his own finding, and that large employers of labour, who are also landowners, pay at a higher rate than the small farmers. It is also to be noticed that, though the wages paid to servant men are from 1*l.* to 3*l.* lower around Dinas-Mawddwy, and in Talyllyn parish, yet in the former place Sir Edmund Buckley pays more to his labourers than is done in other districts.

Mr. C. R. Williams, of Dolmelynllyn, has written to me as follows: "In my own case the carters and cowman receive 16*s.* a week, the farm labourers, 15*s.* In every instance they occupy a good substantial stone-built and slated cottage, and small garden attached, rent-free, and the wages are paid to them wet or dry. But this by no means represents the earning capacity of each cottage. One of my cottagers, the carter's wife, takes in washing, and receives from my household alone from 15*s.* to 20*s.* weekly for our washing. Two others have sons working for us, and earning separate wages; another, his daughter. The shepherd has his son to help him, with additional wages. . . . I leave out of this category my working bailiff, my gardeners, my gamekeepers, and my two carpenters or joiners, all of whom are better paid and better housed."

The opportunities for earning here mentioned are, however, quite exceptional, and should not be taken as representative of any large number of labourers in the union.

Wages in 1867, 1880, and 1892 compared.

28. The wages of labourers in this district, according to the Report of the Commission on the Employment of Children, &c., in 1867, "average from 2*s.* to 2*s.* 6*d.* a day," *i.e.*, on their own finding. Mr. Doyle, in reporting to the Commission on Agriculture (1879—1882), described wages as being "from 7*s.* to 9*s.* a week with board, or 15*s.* to 20*s.* without." The wages of indoor servants have increased more than those of labourers within the last 10 or 15 years, the maximum having probably been reached some two years ago; but the wages of labourers who work for tenant farmers appear to have remained fairly stationary for a long time.

IV.—Cottage Accommodation.

No scarcity of cottages.

29. There is, I believe, a very plentiful supply of cottages in every part of the union, the only place where a scarcity was even suggested being at Rhydymain, a small hamlet in the north-east corner of Dolgelley parish. Most of the cottages are grouped in villages, but there are also many scattered about in lonely situations on the mountain sides. The mountainous and sparsely-populated character of the country renders it inevitable that some labourers have to walk long distances to and from their work, and this is, probably, another reason for what I may call the native preference for indoor servants, who are always on the spot.

As to construction, most of the cottages are stone-built and slate-roofed. In some parts, *e.g.*, about Duffryn and in the Talyllyn district, hardly any mortar appears to have been used in the building of the walls. In the neighbourhood of quarries flags are chiefly used for flooring, but in remote parts it is more commonly mere mud-work, which in wet weather gets thoroughly soaked, and the roof is thatched with straw or rushes. As to the condition of the cottages, the following classification will give a general idea, without entering too minutely into detail.

General classification of villages according to the quality of their cottages.

30. (1.) The *worst* cottages are to be found in the parish (and particularly in the town) of Dolgelley, at "Y Friog," and Llwyngwril, in the parish of Llangelynin, and at Minllyn, near Dinas-Mawddwy. To these might also be added the cottages dispersed on farms in the most mountainous districts throughout the whole union, especially in the four adjoining parishes in the Talyllyn district.

(2.) The cottages in the parishes along the sea coast from Barmouth to Duffryn are "fair," as are also the greatest number in Llanfachreth, though a few in the latter case may be classed as good.

(3.) The cottages in the parishes of Llanegryn and Llanelltyd (with a few in Llanfachreth) are decidedly good.

Perhaps I should mention that there are some cottages belonging to Mr. Ruskin's Guild of St. George, at Barmouth, but as they are not occupied by agricultural labourers I need do no more than mention the fact.

Sanitary condition: extracts from reports of medical officers of health.

31. For the purposes of sanitary administration the union is divided into five sanitary districts, each with its own medical officer, the total amount of their salaries being 80*l.* 5*s.* The County Council of Merioneth is at present considering the question of appointing a county medical officer. There is also a sanitary inspector who, not long ago, on being asked by the sanitary authority whether he had conducted general inspections, replied (I am here quoting a newspaper report) "that his salary was 19*s.* a week. He devoted three days every week to sanitary inspection, and his expenses were about 3*s.* a day, so his salary was reduced to 12*s.* a week. It was, therefore, imperative that he should do something else in order to earn a livelihood." I have perused the medical officers' reports on their respective districts for the year ended 1891, but it is only in that of Dr. Edward Jones that I find anything pertinent to this inquiry.

By his courtesy I have had the opportunity of perusing copies of his reports on the sanitary state of the Dolgelley Rural District for the last 11 years, and it is painful to notice how very often he has had to repeat the same warnings, to condemn the same nuisances, and to urge, over and over again, the same improvements. And still great progress has been made, a fact from which one can form some faint idea of the state of things which existed before sanitary authorities came into power. Dr. Jones' district of inspection comprises the parishes of Llanfachreth, Llanelltyd, Llanddwywe-uch-y-graig, a portion of Llangelynin, and the rural part of Dolgelley. In his report for 1886 he says as follows:—

"Some of the dilapidated houses in the district have been replaced by well-constructed dwellings. This is particularly true concerning the Nannau Estate. Still too many of the unsanitary and unwholesome cottages and farmhouses remain in the district. They are often so constructed as to be entirely regardless of all decency and morality. . . . . It is often a difficult matter to convince the occupiers of cottages and farmhouses of the importance of keeping the surroundings of their dwellings free from the accumulation of refuse and other filth. Proper privy accommodation, though available, is often neglected, and even the privy is often used for quite other purposes. The result of this unsanitary condition is often to render the water used for domestic purposes polluted with the germs of certain disease. I have frequently observed diarrhœa and enteric fever produced in this manner. I cannot emphasise too strongly the great importance of protecting the water used for domestic purposes from the possibility of all contamination and pollution."

After a lapse of five years similar remarks were embodied in the report for 1891:—

"I find continually cases of enteric fever, diarrhœa, and occasionally cases of diphtheria, occurring in isolated farmhouses and cottages, when surrounded by accumulations of filth and pools of stagnant water."

Popular instruction in hygiene desirable.

32. In a previous report (1882), Dr. Jones had suggested that "it would be well if the sanitary authority could adopt some means to draw the attention of the occupiers of cottages and farmhouses to the importance of sanitary surroundings." This remark suggests the possibility of doing at least some good by publishing short pamphlets or booklets in Welsh dealing with sanitation, especially as I do not know of a single book in Welsh dealing with the subject, excepting two or three tracts issued by the Ladies' Sanitary Association, and a short work on the "Ventilation of Dwellings"

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("Awyriad Aneddau"), published many years ago at Carmarthen. I understand that the University College of Wales, at Aberystwith, in conjunction with at least one county council—that of Montgomeryshire—has arranged for the delivery of extension lectures on public health in some parts of Mid-Wales by a fully-qualified Welshman,* but I do not think that Merioneth is included in his district. Other counties may with advantage follow this example; but, whatever the methods employed, there is a great necessity of bringing home to the people a knowledge of this kind, for ignorance is certainly among the chief causes of unsanitary conditions.

Detailed review of villages: (1.) Dolgelley.

33. Turning to the town of Dolgelley itself, I find that an inspection of the urban district was conducted for the Local Government Board by Dr. Franklin Parsons, in May 1888, "on account of the persistent occurrence of a death rate unusually high for a small urban district." As every word of the following extract is as applicable to the present condition of the town as it was in 1888, I think it ought to find a place in this Report.

"The town has been built with an entire absence of preconceived plan, being an irregular network of narrow lanes; and the houses are often extremely cramped for space. Not a few have no external space whatever belonging to them, and many are without through ventilation. Some are built on excavated sites, the back wall being against the earth; and of many others the ground floor is below the level of the ground. Dampness is in some cases promoted by lack of eave spouting. There are two or three rows of back-to-back houses, and in one part of the town there are houses in tiers, one above another, the upper houses being approached by steps, or from a street at a higher level. Most of the basement houses, however, are unoccupied, or used only as workshops. The houses are often as badly-off for space inside as outside. One house built within the last few years measured only five feet from front to back. Of many of the cottages the accommodation consists of a downstairs room, a bedroom, and a "half loft" in the higher part of a sloping roof; the garret being often unventilated, and lighted only by a glass tile. The windows are commonly much too small, and many of them, especially those in the downstairs rooms, will not open, and the bedrooms have no fireplaces. The roofs of the cottages are unceiled, being merely plastered on the under side of the slates (not even on latter nailed from rafter to rafter so as to leave a space between the plaster and the roof); hence the bedrooms must be as cold in winter as they were hot and close at the time of my visit. The cottages are often dilapidated and let in the rain."

During my visit to the district there were offered for sale 64 cottages which belonged to the worst class in the town, though there would be at least an equal number of others in a similar unsanitary condition. Most of these were referred to by Dr. Parsons in his report, and I was able, therefore, to see that practically nothing had been done to improve them since his visit. In fact, the only way to mend them is to pull down the whole rookery. The following are a few examples:—

Chapel Buildings.—An old chapel measuring about 39ft. 7in. by 33 feet has been converted into eight dwelling-houses, of which six are entered from an open vestibule on the ground floor, and two upstairs. Two of these houses are now unoccupied, the rest being let at an annual rental of 3*l.* 18*s.* each. Dr. Parsons calculated that, at the date of his visit, the density of the population was at the rate of 425 per acre. "One or two of the rooms are without light or ventilation, but most of the houses would have fair through ventilation were it not that the windows at the back of the block look out on to a tanyard, and have frequently to be kept closed to prevent the bad smells therefrom from entering the house." There is one water-closet under the staircase in the vestibule, but without light or air, for the use of the whole block.

Henfelin.—Here, on a triangular space of about a quarter of an acre, are crowded 39 houses; 17 of these form a row of back-to-back houses, with a third set of tenements under the back row. Six of these are unoccupied, but the rest are let at the following rentals: one at 5*l.*, seven at 3*l.* 9*s.* 4*d.* each, one at 3*l.* 5*s.*, and two at 1*l.* 19*s.* each. Another has four dwellings in the basement, and four on the ground floor, while in another row there are three sets of houses one above another, but only one-half of the number in each case is now occupied. Of the 39 houses here mentioned, 19 were unoccupied when Dr. Parsons visited them, the remainder then housing 62 persons. At the time of my visit 17 only were unoccupied, and the majority of the others were in a dilapidated condition, and the skylights in the garrets would not open. Fourteen had no privies at all, but there were five for the use of the remaining 25.

(2.) "Y Friog" and Llwyngwril (in Llangelynin parish).

34. In the parish of Llangelynin there is a row of cottages, at "Y Friog," which consist simply of a kitchen and a small receptacle for coal under the staircase on the ground floor, and a "half loft" with sloping roof for a bedroom. "Wainscot" beds are used so as to act as partitions. There is no back door to any of the cottages. Their rental is 3*l.* each. At Llwyngwril, in the same parish, all the cottages held under a yearly tenancy are in a wretched state. Those which have been built by leaseholders (tradesmen and others) are substantial and comfortable, but great difficulty was experienced, so it was said, in obtaining building land on leasehold. All the village belongs to an absentee owner who has done nothing for years past by way of repairing any of these cottages. and their appearance went far to confirm that statement. There are two rows of back-to-back houses without any intervening passage; these consisted, as at "Y Friog," of a kitchen and a "half loft." One case was mentioned where the roof would have fallen in but for the support of the bed posts. Another house had a loft into which the inmates were afraid to enter. In most of these houses the beds are made on the ground floor in the kitchen, so that for all practical purposes these cottages are "one-roomed" houses.

In the instances which I have hitherto given, both in Dolgelley and Llangelynin, the non-residence of the owner is chiefly accountable for their condition.

(3.) Dinas-Mawddwy and Aberangell (squatters' cottages at)

35. The cottages at Minllyn, near Dinas-Mawddwy, and those known as Tai'r Winllan, at Aberangell, owe their present state to their origin as squatters' cottages, though by this time most, if not all, of them have been either "surrendered" to or have been bought up by the Lord of the Manor of Mowddwy (Sir Edmund Buckley). They are large and roomy, as a rule, though of low height, and having all their rooms on the ground floor. A good garden, with a privy at a suitable distance, is also generally included. In the mountainous districts to the south of Cader Idris and Aran Fowddwy the chief cause of the unsatisfactory state of the dwelling-houses is the difficulty and expense of carrying materials to the sites of the buildings. But a great improvement has taken place in them in the course of the last 20 years, and perhaps their worst feature at present is, that they are generally embedded in the soil at the backs up to the eaves, so that they suffer much from consequent dampness.

(4.) Llanegryn.

36. Just as the effect of non-residence is to be observed in the neglected condition of cottages at Llwyngwril and Dolgelley, so also are the benefits of having resident landlords to be plainly seen in the parishes of Llanegryn, Llanelltyd, and Llanfachreth. In the village of Llanegryn, which belongs to Mr. Wynne, of Peniarth, all the cottages measure about 16 yards by 8, and have at least two bedrooms each, some three, every room having a window which can be opened. The cottages on the farms in the district were said to be of another type; formerly there were no windows in their lofts, but skylights have lately been inserted in all.

(5.) Dolmelynllyn and Nannau estates.

37. With reference to the Dolmelynllyn Estate and Farm (in Llanelltyd parish) Mr. C. R. Williams writes: "In every instance they (the labourers) occupy a good substantial stone-built and slated cottage, and small garden attached. . . . . I have, in the course of my 30 years' residence, built new cottages for every one of my labourers, and all are well and comfortably housed." Dr. Edward Jones in his reports repeatedly refers to the work done by Mr. John Vaughan, of Nannau, in rebuilding and improving farmhouses and cottages on his estate, but, owing to the more extensive area to be covered, and the mountainous nature of the country, much still remains to be done on this estate.

I should also mention that the cottages on the Caerynwch Estate were also described as very good.

Defective bedrooms.

38. In addition to what has been incidentally said about bedrooms, I may add that, according to Dr. Edward Jones, the accommodation in this respect, both at farmhouses and in cottages, is very defective. They

* Dr. W. Williams, of Dolgelley, who has, since the above was written, been appointed Medical Officer of Health for Glamorganshire.

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are often without a fireplace, which is a serious consideration when some of the inmates are laid up with illness.

Tenure of cottages.

39. Most of the cottages in the district are held direct of the owner, and not under the farmer as a middleman. A few of those that are scattered on farms (*e.g.*, in Llanegryn parish) are held of the farmers, but with no special condition of working on any particular farm. I have referred to the origin of the squatters' cottages in my report on the union of Llanfyllin. Except in the case of Mr. Vaughan, of Nannau, and of Mr. C. R. Williams, of Dolmelynllyn, the labourer always pays a rent for his cottage, instead of allowing his wages to liquidate the rent. The average rental of cottages with small gardens attached almost throughout the whole union was stated to be 3*l.* a year, the landlord paying the rates. In the town of Dolgelley the rents are often higher. I heard of no instances where cottages were owned by labourers.

Water supply.

40. The two larger towns of the district, Dolgelley and Barmouth, have public water supplies, excellent as to quality and quantity, but several of the smaller villages are not so well off. In the village of Llanelltyd the water had been most unsatisfactory, but recently, in memory of a deceased gentleman, a fountain for the use of the village, and supplied with pure water free from any contamination, has been erected on a convenient site. At Llanegryn, which has no artificial supply, it was complained that the villagers had to carry water from a considerable distance, and at Duffryn it was said that the quality of the water obtainable was suspicious. At Llwyngwril water from a polluted stream is almost exclusively used, and the following extract from a newspaper report of a meeting of the Board of Guardians indicates the apparent helplessness (or shiftlessness) of the local authority in dealing with the question. The sanitary inspector said: "Some years ago he reported upon the water supply of Llwyngwril, and the medical officer reported that the river water in the village was unfit for drinking purposes. The houses were very largely in the ownership of one person. A vestry meeting was held, and a scheme suggested whereby the owner was called to supply her tenants with water. A young man, the agent (of the owner), attended the Board, the Board listened to him, and the result was that both (the agent and the inspector) were sent out of the room to come to some terms. The matter appeared to have dropped on the illness of the agent." After considerable discussion "it was agreed to proceed with the matter, and to ask the agent to attend the next meeting of the Board." But at the time of my visit the matter appeared to be still under consideration.

Not only villages, but isolated farmhouses and cottages, appear to be in quite as much danger from the pollution of water. Dr. E. Jones repeatedly points out in his reports how "collections of filth often pollute the water used for domestic purposes, and result in diarrhœa and enteric fever," and on one occasion he remarks that "wherever a case of diphtheria breaks out I have invariably found a collection of filth near the dwelling-house."

Inferior nature of farmhouses.

41. Most of the preceding remarks as to the insanitary condition of dwelling-houses are quite as applicable to farmhouses as to labourers' cottages. In particular, I was emphatically assured at Dinas Mawddwy that the farmhouses were often in a worse condition than cottages, and still there are many bad cottages in that district. In many places the accommodation provided for servants, both for sleeping and eating, is very unsatisfactory, as well from a moral as from a sanitary point of view. Along the sea coast from Harlech to Barmouth, and even extending as far as Llwyngwril on the south, most of the male servants sleep either above the stable, or in a part of the dwelling-house which has its entrance from the outside. Throughout the remainder of the union they sleep indoors, but, owing to the cramped nature of the accommodation, many complaints were made as to the want of proper partitions for effectually separating the sexes from each other. Whether the absolute freedom of the outdoor system, or the semi-promiscuous overcrowding of the indoor system is the worst, appears difficult to decide. Several instances were, however, given me of farmhouses where all the members of the family (including the male servants) have to pass through the sleeping apartment of the maids in order to reach their own beds. Most of the old-fashioned farmhouses are built in a line with, and attached to one end of, the outhouses—a passage from which the cows are fed, serving also as an entrance to the dwelling-house. The general plan of building a new farmhouse in the county has unfortunately been to substitute a house at right angles, but still attached to the out-houses, instead of the old one which was in line with them. Apart from sanitary defects, the Rev. D. Evans, M.A., Methodist minister, of Barmouth, waited on me, as a delegate specially appointed by the monthly meeting of his Connexion for the County of Merioneth, to give evidence on the ill effects, socially and morally, of the deficient accommodation of farmhouses. A summary of his statement is inserted in Appendix *D*.

Great improvement in house accommodation.

42. Nevertheless, all readily admit that the condition of dwelling-houses in the district has been vastly improved within the last 50 years, and, perhaps, there is scarcely a district in Wales where so much progress has been made,—not that the houses are now better in the Dolgelley Union than in other parts, but because that, with the exception of Cardiganshire, they were probably among the worst that could be found in Wales. The following is the description given by Mr. H. Vaughan Johnson, a commissioner appointed to inquire into the state of education in Wales in 1847: "I visited many cottages in the Talyllyn and the adjoining parish of Llanfihangel. The house accommodation is wretched. The cottages are formed of a few loose fragments of rock and shale, piled together without mortar or whitewash. The floors are of earth. The roofs are wattled, and many of these hovels have no windows. They comprise one room, in which all the family sleep. This is in some cases separated from the rest of the hut by wisps of straw, forming an imperfect screen. . . . . The farmers inhabit huts scarcely less dark, dirty, and comfortless."

Mr. Tremenheere, in his report on the employment of children, &c., in agriculture, 20 years afterwards, says: "The remarks which I have made on the deplorable want of cottages in Cardiganshire apply with full force to the union of Dolgelley. The farmhouses are also in a very poor and miserable condition, often with only two rooms, and the sleeping apartments generally are not properly separated from each other, with what results to morality may be inferred."

By 1880 Mr. Doyle is able to report to the Royal Commission on Agriculture that in Merioneth "the dwellings of the labourers have much improved. They are well built, as a rule, but small."

As a result of my inquiries and observations, I am able to add that the improvement is still going on, and that most, if not all, of the resident landlords are fully alive to the necessity of providing good, comfortable dwellings for their tenants and labourers.

V.—Gardens, Allotments, &c.

Smallness of gardens and prevalence of potato grounds.

43. At Dolgelley and Llwyngwril there are many cottages without any gardens belonging to them, and some were also mentioned at Duffryn and Rhydymain (in Dolgelley parish). This is, however, the exception and not the rule. As to size, the gardens are generally small, varying from 20 yards by 15, to 20 square yards. They are chiefly intended for growing early potatoes, and a few of the commoner vegetables, while labourers seem to prefer to grow the rest of their potatoes in grounds given them by farmers. The alleged reason for this is that the fresh soil of a farmer's field, ensures a better crop than the old and exhausted soil of a cottage garden. The saving in point of labour is also a consideration, as the potato ground is prepared by means of the farmer's horses and implements, while the heavier method of spade cultivation is necessary in the garden. The average extent of a labourer's potato ground is probably about 240 (lineal) yards, made up of a varying number of rows, according to the length of the ground, and it is paid for at the rate of 6*d.* per 20 yards. In other districts 4*s.* 6*d.* is paid for each half bushel of seed potatoes, together with the land required for their setting.

Influence of village shows.

44. Here, as in other counties, I have to report the beneficial effects of village horticultural societies in raising the standard of garden cultivation. An important feature of the district is a kind of horticultural and agricultural show combined, of which, perhaps, that held in the Nannau grounds (for Llanfachreth parish) may be taken as typical. It is a varied one, including sheep-dog trials, sheep-shearing, exhibitions of cattle, sheep and horses, garden and dairy produce, and the produce of industries from rope-splicing to needlework. The chief classes are (1) for working tenant farmers, and (2) for cottagers, premiums being offered in the latter class for the cleanest

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cottage, and the best cultivated garden. Honorary exhibits are also sent by the gentry of the neighbourhood. This show has done much good to the cottagers of the districts, and in the tourist season, when there is a ready market for garden produce at Dolgelley, vegetables, fruit and even flowers are brought by labourers' wives to the town for sale. A similar society is established at Llanegryn, under the patronage of the house of Peniarth, and Corris, a quarrying village, has, I believe, another. Farmers' gardens are often much more neglected than those of labourers; the former complain that they have no time to devote to the garden, or they leave its cultivation to the already overburdened women of the family.

Owing to ignorance of all but the simplest methods of cookery the best use is seldom made of vegetables for purposes of diet. Cookery is, however, included in the curriculum for girls at the proposed intermediate schools which are being promoted in the county, and probably Dr. Williams' school for girls at Dolgelley has already done some good to farmers' daughters in this respect.

Allotments unknown among agricultural labourers, but common among quarrymen.

45. None of the agricultural labourers of the district appear to have any allotments in the proper sense of the term. The nearest approach to them is to be seen at Llwyngwril, where for many years past, the same field lying close to the railway station and measuring about 2½ acres has been set apart by a neighbouring farmer as potato ground for the use of the villagers.

But there is a large number of garden allotments, as well as small holdings at the quarry villages of Abergynolwyn and Corris. Some fifteen years ago Mr. W. H. MacConnel, the quarry proprietor at the former place, divided two farms which he had purchased, into small holdings (two or three acres each) and built on each, at an estimated cost of about 10*l*., a small cow-shed measuring 5 yards by 4 yards by 3 yards high. They are let to the quarrymen at from 5*l*. to 7*l*. each, but there is also included for that rent the right for each allotment holder to send his cow to pasture on the adjoining mountain for six months in the summer. This is not too far for the cows to be fetched for milking. Some three acres of land were also divided into 35 allotments for those who had no holdings. Some of the allotments are 20 yards by 20 yards, and others half that size. Long flagstones from the quarry, fixed on end in the soil, form the only fences on the property, except along the roadside, and from a distance the place has the appearance of a cemetery, studded with gravestones.

In a similar way, another quarry proprietor, the late Captain Price of Cyfronydd, divided Aberllefenni farm near Corris into small holdings and allotments, but I received no information as to their number. Both experiments, however, are declared by the quarrymen to be an unqualified success.

By the time of my visit to Abergynolwyn, Mr. Hugh Roberts, a quarryman, who possessed a thorough acquaintance with agricultural life, had prepared for my coming a sort of general review of agricultural employment in the district, incidentally giving an account of the allotments of the village. The statement, drawn up in excellent Welsh, by a self-educated man is interesting, as showing in what way the farming of the district is regarded by an intelligent labourer engaged in another industry, and on this account, a summarised translation of it is inserted in Appendix C.

No cow-pasture but a large number of small holdings.

46. There are no customary cow-gates or cow-pastures in the district, though there are occasional instances such as I have mentioned in connection with some Nannau labourers. But in some parts a large number of the labourers have a sufficiently large holding to keep a cow or two. At Dinas Mawddwy it was said that not more than half a dozen labourers in the parishes of Mallwyd and Dinas Mawddwy had holdings to keep cows. At Llwyngwril in the immediate district of the village, there was said to be eight or ten; in Llanegryn there are twelve labourers (including the bailiff of Peniarth and a road labourer) who keep cows. Duffryn, Dolgelley and Llanfachreth have also large numbers. Though there are many small holdings, there is, however, nothing in Wales corresponding to the Scotch and Irish custom of subdividing a holding into smaller holdings for the children of the original tenant. Both at Abergynolwyn and at Dolgelley, complaints were made of the constant amalgamation of holdings; and it was said to be very much in vogue even now around Dolgelley, where it takes the form, as Mr. O. S. Wynne stated, of increasing bye-takes. In both the above cases long lists of the names of small holdings which had recently disappeared were presented to me, and though I could not pursue the inquiry any further in that direction, the place names afforded me many interesting philological puzzles. On the other hand, it was distinctly stated at Llanegryn that there had practically been no instance of such amalgamation in that part for the last thirty years.

Pigs, poultry, and bees.

47. The number of labourers who keep pigs has considerably decreased within recent years, partly owing to their pig-styes being condemned by the sanitary authority, and partly owing to the cheapness of imported bacon. Several questioned the advantage of keeping a pig unless a labourer had also a small holding which could supply at least a portion of the pig's food. At Llanegryn there is a satisfactory pig-stye belonging to every cottage, but in other villages there are many cottages without any. Even among those who keep pigs, the practice of killing them for their own use is on the decrease. What is generally done, is to sell them in the autumn, so as to "get the money to pay the rent," as it was usually put.

Thus a few geese are kept on the village green at Llanegryn.

As to other live stock, I found no district where poultry is largely kept by labourers, though I believe that in the parishes which have local shows some attention is paid to this source of profit belonging to labourers. The only district where bees are kept to any large extent is around Dinas Mawddwy. Mr. H. Puw Jones, a bee expert, and the author of a handy little manual (in Welsh) on beekeeping, entitled, "Y Gwenynydd," lives in the parish of Llan y Mawddwy, and the bee-culture of the district is probably to be attributed to his influence and example.

VI.—Benefit Societies.

Past mismanagement, and the voluntary winding-up of clubs, a deterrent against joining.

48. The labourers generally are fully alive to the advantages of belonging to a benefit society, but so many local clubs have either been divided, or have suspended payments, that other methods of saving are sought after, while there is a serious danger in some places that the continual failure of local clubs will kill thrift altogether. Thus there was a local club at Llwyngwril about forty years ago, but it was divided, and never revived, with the result that the nearest clubs at present are six miles off—at Dolgelley and Towyn respectively, and the parish of Llangelynin (in which Llwyngwril is situated) is the most highly pauperised in the union. In more recent years several other clubs have been broken up; a club at Llanfachreth is in a moribund condition; it had to stop the payment of benefit for a year or more with the view of strengthening itself. Now it has about twenty members, and is financially very weak. The probability is that, for want of proper advice, it is conducted on wrong actuarial principles. As to other local clubs the most important are:

(1) The Dinas Mawddwy F. S. (with 132 members), established in 1845; monthly contribution, 1*s*.
Weekly benefit: 7*s*. for first six months.
,, 3*s*. 6*d*. for remainder of illness.
(2) Abergynolwyn F. S., with 80 members, and the same scale of payments.
(3) Dolgelley has two local clubs, with about 200 members, and a Women's Friendly Society as well.

The only general societies which have made their way into the district are: (1) The Manchester Unity of Oddfellows, which has branches at Dolgelley, Duffryn (62 members), Towyn (with labourers from Llanegryn and Llangelynin as members), Dinas Mawddwy (about 100 members), Abergynolwyn (87 members), and Corris. The members at the last three named places, especially Corris, are mostly quarrymen.

(2.) The Rechabites: This is a comparatively young organisation, which is based on the ordinary rules of benefit societies, but with the additional condition of total abstinence on the part of its members. There are branches at Aberangell and Corris, in the quarrying district, and possibly some in other parts.

Very few of the larger farmers belong to any kind of provident society, nor do they, in fact, make the least provision, except that of their own individual saving, against illness, accidents, or early death.

On the other hand, most labourers do provide for illness, but are unable to make provision for their widows and orphans. Even if a society were established for making such a provision, it is doubtful whether many could afford to pay the necessary contributions.

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Other Methods of saving not sufficiently known.

49. There is one local savings bank at Dolgelley. The number of Post Office Savings Banks might perhaps be increased with advantage in the different villages of the union, but there is sometimes a difficulty in obtaining for sub-postmaster, a man who has sufficient education to keep the necessary accounts. The present facilities for depositing their savings with absolute security in Post Office Savings Banks are not brought to the minds of servant men and women with sufficient clearness.* The banks in question are chiefly to be found in the towns, and the spending, instead of the saving, of money, is generally associated in their minds with visits to towns. Perhaps the more usual method therefore is to lend their savings on notes of hand to their employers or other farmers.

Recreation.

50. There are no popular means of recreation for labourers in the district, except the musical and literary competitions at small gatherings conducted on the lines of the Eisteddfod. Of games, perhaps the only instance is an occasional contest of quoit-throwing. At Dolgelley there are three fairs held respectively in April, September and November, which are regarded as general holidays by the servants of the country. But if the September fair, which I attended, is a fair specimen of the others, the young as well as the elderly folk have no method of enjoying themselves on that kind of occasion other than to stand about for hours in groups in the squares of the town, though the rain may pour in such a way that few can escape without getting soaked through. Occasions of this kind, as they are now used, are simply sources of illness—pneumonia, rheumatism and heart disease. Perhaps they could be put to a better purpose if they are to be at all perpetuated.

Village institutes.

51. At Llanegryn there is an assembly room for the use of that parish. A debating society, attended by the villagers, is held in it every winter, and an occasional competitive meeting or concert is also got up, but otherwise the room is never used, though it is well adapted for a reading room. A more useful example is to be found in the Vale of Ganllwyd. Its originator, Mr. C. R. Williams, of Dolmelynllyn, describes it as follows:—

"A few years ago I organised a small public reading room or labourers' club for this immediate district. It is a remote district and sparsely populated. The club is held in a room adjoining one of my entrance lodges, and numbers about thirty members, besides a few honorary members like myself. They subscribe 1*s.* a quarter, the honorary members contributing a trifle more, some 5*s.* a quarter. The management is under the control of a small committee appointed by themselves, who select the periodical literature to be supplied to the members, and arrange for the fuel, lighting, games, &c. Coffee and non-alcoholic drinks are supplied by the gardener and his wife who live in the entrance lodge adjoining, and they open and close the room every day. It is opened at twelve o'clock noon and closed at ten p.m. It is well frequented during the winter months in the evening. We have supplied the room with a few suitable books, and our own newspapers are sent down to it after we have done with them. The newspapers and periodicals are sold half-yearly by the committee for the benefit of the club. Occasionally a dance is given in the room under the superintendence of the committee."

VII.—Trade Unions.

An attempt to reduce the hours of work.

52. There has never been any instance of a trade union among the agricultural labourers of the district. Some two years ago a short-lived agitation in favour of shortening the hours of farm labour was started at a village called Bryncrug, in the parish of Towyn, just outside the boundary of the Union, but after a couple of meetings had been held, the whole thing fell through, without producing, so far as I could gather, any results.

VIII.—General Relations between Employer and Employed.

Thoroughly friendly relations.

53. These relations appear to be so satisfactory, that I am inclined to think they must have improved within the last 15 years. This is due to the fact that the employer takes a more genuine interest in the condition of his labourer and his family, though at the same time the customary doles and allowances of former days are not kept up. One employer, for instance, writes to me as follows:—"I farm the best part of my estate myself, not from choice, but because I desire to maintain the people about me in a condition suitable to their needs and employment, and conducive to their own happiness and self-respect." The same feeling, though perhaps not in quite so conscious a form, actuates most of the "Squires" of the district, who cultivate large home farms in a similar way. I think this good feeling is largely attributable to the fact that almost all the employers (including the gentry) have at least a colloquial knowledge of Welsh, which enables them to talk to their labourers, and be approached by them in turn, instead of there being a great gap separating them from each other. Other reasons account for the relations between tenant farmers and their servants. Those who chiefly supply the ranks of indoor servants are themselves the sons of small farmers, whose ambition it is to make enough money to take a small holding of their own when they marry. It is therefore to their interest to have a good reputation as workmen by the time they have to ask a landlord for a farm to make their start. Again, many of the small holders themselves are nothing but labourers, so that there is no room for much independence nor hostility between one class and another. About the only trouble that farmers experience is on account of an occasional undisciplined youth, who if he were brought up in a town would become a professional loafer, but who in the country, through lack of other opportunity, is compelled to work, and after a few years chafing against the inevitable, may turn out at last a fairly satisfactory workman.

IX.—The General Condition of the Agricultural Labourer.

General improvement in labourer's condition.

54. There is not much doubt that the condition of the labourers has improved in this district within the last 15 years. Wages have tended to go up, though there is not much appreciable difference, except in the case of young servants. House accommodation has on the whole been much improved though there are still a few black spots remaining. The hours of work are slightly shorter, probably from ¾ to 1 hour less than they were 20 years ago, and the work itself is less exhausting than it was before the introduction of machinery. The general standard of comfort has risen, and the food provided for labourers and servants at farmhouses is improved.

Labourers' diet.

55. The following is the ordinary diet of labourers who work for tenant farmers in the district:—

Breakfast, consisting either of—

(*a*) Milk (not water) gruel ("grial"), or—

(*b*) Bread and Milk, *i.e.*, either sweet milk and bread or buttermilk and oatmeal mixed. The latter mixture is popularly known as "bicws malu a shot"; or,

(*c*) Oatmeal broth (W. "brewes," the equivalent of the South Welsh "cawl").

These are given hot in winter and cold in summer. Tea or coffee with bread and butter follows whichever of the above dishes are given. Where cheese is used, it is made of skim milk only.

Dinner consists of salt meat, chiefly bacon and potatoes and occasionally some other vegetables. Plenty of skim milk (hot in winter and cold in summer), or milk and water (W. "glasdwr") is supplied as a beverage.

In the harvest time a few farmers have fresh meat, and a pudding following, but this is not at all general.

In some places a snack is given after dinner and before a late tea.

Tea consists of hot buttermilk, with oatmeal, followed by tea and bread and butter, but in summer the buttermilk is cold.

Supper: "uwd a llaeth," *i.e.*, flummery and milk, flummery being a kind of blancmange made of oatmeal and water, and being eaten with milk.

The milk and not the cream is generally churned in the district, so that there is always plenty of buttermilk. The bread used is chiefly made of wheat, though there is still a good deal made of barley in the more mountainous parts. There is very little difference, so it is said, between the diet of the labourer and that of his employers' family. The labourer's wife, however, generally lives on tea, bread, and very little butter, treacle, jam (either rhubarb or ordinary plum jam), and a little bacon. On Sunday when the labourer himself has dinner at home, a good meal of fresh meat is generally indulged in.

Chief diseases of the district.

56. The chief complaints from which adults suffer are bronchial affections, including bronchitis, chronic and acute, and there is a large number of cases of pneumonia chiefly due to exposure to climate; chronic

* See also Appendix F.

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rheumatism and heart disease are also prevalent. Younger persons suffer from consumption, and acute rheumatism, due to damp soil and over-crowded and unventilated cottages. Infantile mortality is in excess of what might be expected in a country district. "A weakly infant," says Dr. Parsons, "or an elderly 'person, with chronic bronchitis or heart disease, could "hardly be placed under more unfavourable conditions "of life, than in one of the damp, cold and unventilated "cottages, often without a fireplace in the bedroom, "of which there are so many in Dolgelley," as well as throughout the whole union. There is also a good deal of scrofula, due to the diet of salt meat.

Frequent opportunities for labourer to become farmer.

57. The position of indoor servants is much more favourable to money-saving than that of the married labourer, especially if the latter has a young family. The servant, if of a saving disposition, is able to put by at least one half of his wages, unless he has to support his parents, or subsidises his father's small farm. According to an intelligent servant, the following are the usual disbursements of a man of his class, whose wages are say 22*l.* a year.

Clothes, about - -	£4	0	0	a year.
3 pairs of boots (at 18*s.* a pair) for every two years, 2*l.* 14*s.* - -	1	7	0	,,
Washing - - -	1	0	0	,,
Club - - - -	0	15	0	,,
Chapel collections - -	0	15	0	,,
	£7	17	0	,,

leaving in this case a balance of 14*l.* 3*s.*

I was unable to procure an example of a labourer's weekly expenditure, but I was furnished by the Clerk to the Guardians with a comparative return of contract prices for the principal necessaries at the workhouse, and this is inserted in Appendix E.

As I have already intimated, it is not at all unusual in this district for a labourer to become a farmer. Thus, Mr. William Williams, road surveyor, stated that, though he now holds a farm rented at 65*l.* a year, he commenced life as a labourer, and he has had from time to time at least three servants who are now farmers. They were sons of small farmers, but it was with their own savings that they stocked their farms. One of them by the time he was a little over 30 years of age had saved about 300*l.*; another had saved about 100*l.* Mr. O. S. Wynne also mentioned the case of a Peniarth cowman who became tenant, under his old employer, of a farm let at 80*l.* a year. But instances of this kind could be multiplied indefinitely in a district where there is no sharp line of demarcation separating employer and employed, except when they are also in the relationship of landlord and tenant. As to the tenant-farmer class, there is nothing preventing a farmer's daughter being married to a farm servant; no caste would be lost by such an alliance, but its possibility often opens a career for the labourer's son.

Statement of an employer.

58. I cannot think of a more fitting conclusion to this report than an extract from a communication which I received from Mr. C. R. Williams, of Dolmelynllyn, whose generous character as an employer may be easily read between the following lines:—

"According to my experience of upwards of 30 years in this district, the condition of the agricultural labourer in North Wales is far more favourable to him than in most parts of England. It has improved, and is improving. Unlike Ireland, the landowners here are resident all the year round, and takes a personal interest in the welfare of their followers. Not only that, but the money received by the landlord in the shape of rent circulates in the immediate neighbourhood, and shopkeepers, tenants, and labourers all participate in the benefits accruing from such expenditure." Then, after referring in detail to wages and cottage accommodation (see paragraphs 27 and 37), he continues: "I have, in the course of my 30 years' residence, built new cottages for every one of my labourers, and all are well and comfortably housed, and able to supply themselves with good clothing and nourishing food. On Sunday all the men turn out in suits of dark broad cloth, like respectable members of a well-to-do community."

"I quote my own case, because I am certain of my facts, but I believe the facts to be the same throughout the district—indeed, throughout the county. Certainly all my friends among the neighbouring landlords try to do their duty towards their dependants, with whom they are in complete sympathy, and this may account for the contentment and absence from crime which is proverbial in Merioneth. A maiden assize is not of infrequent occurrence, and, if there does happen to be a case for trial on the criminal side of the court, it is generally connected with poaching for fish or game—not from any agrarian cause.

If the social distinction of landlord and tenant, master and servant, are to be maintained, I cannot see where the agricultural labourer can be better paid, more comfortably housed, or more carefully looked after than in the County of Merioneth, or, from what I can learn, than throughout North Wales generally. Some of my labourers have been in my service 50 years, and others from 15 to 20 years."

I have, &c.
(Signed) D. Lleufer Thomas
(Assistant Commissioner).

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APPENDIX A.

DOLGELLEY UNION.—STATISTICS OF POPULATION.*

Name of Parish.	Acreage.	Rateable Value.	Population.		Decrease or Increase per Cent.
			In 1881.	In 1891.	1881–91.
		£			
Dolgelley	25,607	14,938	3,963	3,785	— 4·5
Llanaber	12,679	12,280	2,156	2,757	+27·8
Llanddwywe is y graig	6,228	2,035	269	237	—11·9
Llanddwywe uch y graig	3,120	496	81	74	— 8·6
Llanegryn	6,819	3,665	699	658	— 5·8
Llanelltyd	6,736	2,453	421	386	— 8·3
Llanenddwyn	7,777	4,038	956	921	— 3·3
Llanfachreth	10,000	4,446	901	865	— 3·9
Llanfihangel y pennant	8,321	2,925	760	648	—14·7
Llangelynin	11,004	5,791	1,135	955	—15·8
Llanymawddwy	15,290	2,535	483	449	— 7·0
Mallwyd (in Merioneth) and Caereinion Fechan (in Montgomery)	16,450	5,038	1,283	1,078	—15·9
Talyllyn	15,182	5,450	2,004	1,679	—16·0
Totals	145,213	66,090	15,111	14,492	—4·07

* I was unable to obtain locally the number of houses inhabited, uninhabited and building in 1891, and the official returns have not yet been published.

APPENDIX B.

DOLGELLEY UNION:—A comparative Statement of the amount of Out-relief and the number of Out-door Paupers, for the half-year ended 25th March 1890, 1891, and 1892 respectively,

	1890.			1891.			1892.*		
	No. of Paupers.	Per-centage on Population Out-relief.	Amount paid in.	No. of Paupers.	Per centage on Popu-lation.	Amount paid in Out-relief.	No. of Paupers.	Per-centage on Popu-lation.	Amount paid in Out-relief.
			£ s. d.			£ s. d.			£ s. d.
Dolgelley	209	5·27	462 6 7	173	4·57	431 10 11	173	4·36	387 0 7
Llanaber	74	3·43	226 8 7	50	2·31	191 15 10	73	2·64	211 10 3
Llanddwywe is y graig	6	2·23	7 10 0	3	1·11	8 0 0	2	·84	8 15 0
Llanddywe uch y graig	1	1·23	5 0 0	1	1·23	5 0 0	3	4·	8 12 6
Llanegryn	26	3·9	67 16 8	29	4·4	76 2 6	25	3·7	83 16 0
Llanelltyd	12	2·8	35 8 0	9	2·13	23 14 6	5	1·29	23 0 0
Llanenddwyn	52	5·45	148 3 6	47	4·91	139 11 6	39	4·23	127 2 6
Llanfachreth	22	2·44	90 10 6	22	2·44	77 18 11	14	1·6	55 3 6
Llanfihangel y pennant	16	2·1	48 12 6	22	3·3	61 16 9	23	3·5	63 14 9
Llangelynin	82	8·5	175 0 4	68	7·1	172 18 8	67	7·1	198 16 8
Llanymawddwy	6	1·3	18 4 6	7	1·5	25 16 6	11	2·3	35 10 0
Mallwyd	60	5·5	169 7 9	61	5·6	174 9 0	53	4·9	167 3 7
Talyllyn	60	3·6	163 5 0	64	3·8	159 10 7	50	2·9	129 3 0
	624	4·13	1,617 13 4	556	3·8	1,548 5 8	538	3·7	1,502 15 5

* The total amount paid in out-relief for the half-year ended 25th March 1882, was £1,765 5*s.* 4*d.*

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APPENDIX C.

A TRANSLATION OF AN ACCOUNT OF THE PARISH OF LLANFIHANGEL Y PENNANT.

Prepared by Mr. Hugh Roberts, Quarryman, Abergynolwyn.

There are in this parish about 30 farmhouses inhabited by as many farmers, but there are also in the parish quite as many uninhabited farmhouses, most of which are now in ruins, and have simply their names remaining, while their lands have been joined to existing farms. In this way the agricultural families of the parish have been diminished by quite one-half, and the result is that produce and labour has decreased, and scores of acres that once bore fruitful crops, are now covered with gorse and bramble, ferns and rushes. Formerly there were also in the parish about 50 cottages, 13 at Llanfihangel village, 10 at Abergynolwyn, and the other 27 dispersed throughout the parish. Supposing 12 of these were occupied by mechanics —carpenters, smiths, &c.—and another 12 by the aged, there would remain 26 occupied by agricultural labourers. But at present there are only 4 agricultural labourers in the whole parish, and only a small number of cottages in an inhabitable state.

[Then follows a list of 55 cottages (giving 14 at Abergynolwyn), and a list of 31 byetakes (rhagdyddynod) or farmhouses, from which the land has been taken and added to other farms.]*

The proprietor of the quarry has pursued a different policy. He bought two farms and divided them into small plots of 2 and 3 acres each, and these are cultivated by the quarrymen in their leisure, much to the advantage both of themselves and their fellow-workmen, by trebling the quantity of milk and butter which were produced when the land was held as two farms. Mr. McConnel also broke up a field of some 3 acres into 35 gardens for those men who had no land. The produce of these gardens is worth quite 60*l.* to the men, and would certainly fetch 100*l.* if brought to the open market. Almost all kinds of vegetables (excepting tomatoes) are grown in these gardens. It would be of special benefit to the working class if the same system were adopted throughout the country.

* Mr. E. W. Evans, of Dolgelley, furnished me with a similar list for the district comprised within a radius of about four miles from Dolgelley town.

APPENDIX D.

The following is the statement made by the Rev. D. Evans, M.A., Barmouth, a delegate appointed by the Merioneth Monthly Meeting of Calvinistic Methodists, to give evidence as to the social and moral condition of farm servants, as affected by their accommodation.

"The chief vice of the district is unchastity. By this I do not mean that it is worse here than in other districts either in Wales or England. But for a district which otherwise has a high standard of morality, there is an abnormal amount of unchastity. In the annual (statistical) reports of the monthly meeting for the county, continual reference is made to unchastity as being *the chief* cause of the ex-communication of church members. Thus in the report for 1876: "This year, as usual, unchastity heads the list again, and next to it is drunkenness . . . Do heads of families in Merioneth who profess religion take the proper care that their households are free from opportunities for these corrupting vices? Is the youth of the county more secure from falling by serving with or living among families who profess the name of Christ?" Since that time temperance has made very great progress in the district. Then in the report for 1888 I find stated: "The excommunications are fewer than the year before, but we regret to see that the old enemy—unchastity—heads the list, and is far ahead of any other as the devastator of the Church of God."

The percentage of persons excommunicated to the number of Church members in 1889 was for the district of Duffryn 2·5, for Dolgelley 2·0, and for Festiniog 1·6, showing the excess in purely agricultural districts like Duffryn as compared with an industrial centre like Festiniog.

I believe the chief cause of this unchastity is the unsatisfactory sleeping accommodation provided for servants at farmhouses. There is no control or supervision over them by masters after supper time. The men prowl about at all hours of the night. Many from one farm go to sleep to the others in turn, just as it happens. Young servants are trained by their seniors to all mischief, and indulge in bad and obscene language, leading to immoral conduct; no encouragement is given by the arrangement for self-culture or isolation. I have prepared a table giving specimen examples of the kind of accommodation provided in my own parish of Llanaber. The evil is accentuated in some places by taking in visitors to stay at the farmhouse for the summer months. This often drives the whole family to sleep in the outbuildings. When new farmhouses are also built to replace old ones the farmer's family has generally to go to live into the barn and other outhouses until the new house is completed."

EXAMPLES of Farms in the Parish of Llanaber.

	No. of Servants.		Nature of Sleeping and other Accommodation.
	Males.	Females.	
A.	5	3 daughters.	The male servants sleep out in the old farmhouse where there is a fireplace; they can come in and out as they please: under no control.
B.	1	1	Visitors are taken in here in the summer time, when all the family sleeps in an outbuilding, without having any partitions between the beds.
C.	2	1	The male servants sleep in summer above the stables; no fireplace and no accommodation for reading or study. In winter they eat and sleep in the house, but there is no fire in the room where they eat. The door to their bedroom is from the outside.
D.	5	2	The male servants sleep in the old farmhouse, which is in very bad repair, but eat in the house, being the only occasion on which they enter.
E. F.	5	2	The male servants sleep in the stable loft, but take their meals in another building adjoining the house of E. The two farms are held by one tenant, who lives at E, but the landlady herself living at F.
G.	3	2	Men sleep in the stable loft—a new building. They eat in the house.
H.	3	1	Men sleep in stable loft; accommodation very poor; no fire and very draughty.

N.B.—I have omitted the names of the farms with their owners and tenants which are given in Mr. Evans's list. (D. Ll. T.)

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APPENDIX E.

Contract Prices for principal Articles of Workhouse Consumption for the half-year ended 25th March 1882, and 25th March 1892.

		March 1882.	March 1892.
		£ s. d.	£ s. d.
Tea	per lb.	0 2 0	0 2 0
Sugar	,,	0 0 3	0 0 2
Loaf Sugar	,,	0 0 4	0 0 3
Coffee	,,	0 1 8	—
Currants	per cwt.	1 17 4	1 12 6
Split Peas	,,	0 14 0	0 11 0
Rice	,,	0 14 10	0 14 0
Soap	,,	1 7 0	1 8 0
Soft Soap	per lb.	0 0 3½	0 0 3
Soda	per cwt.	0 9 4	0 5 9
Bread	,,	0 18 0	0 12 3
Oatmeal	per 240 lbs.	1 11 0	1 11 0
Flour	per 280 lbs.	2 6 0	1 14 0
Coals	per ton.	0 14 3	0 18 6
Butter	per lb.	0 1 4	0 1 2½
Beef	,,	0 0 8½	0 0 6½
Mutton	,,	0 0 8½	0 0 7
,, Leg-bones	,, each	0 0 3	0 0 2½
Suet	,,	0 0 3½	0 0 2½
Milk	per gallon	0 1 0	0 0 10
Cheese	per lb.	0 0 8	0 0 6½

	Half-year ending March 1891.	Half-year ending September 1891.	Half-year ending March 1892.
	s. d.	s. d.	s. d.
General average cost per head weekly, including *all* expenses (*e.g.*, necessaries, salaries of officers, medical extras, &c.	5 6½	4 3½	5 10½
General average cost per head weekly, including only provisions, necessaries, and clothing	3 5	3 8½	3 10½

N.B.—Each average given includes about 28 per cent. of children, about half of whom are under 6 years of age.

APPENDIX F.

Abolition of School Fees.

Since the completion of my report, the Dolgelley postmaster, at the request of the Board of Guardians, has prepared a scheme whereby children can place their school pence in the Savings Bank. On the motion of Mr. O. Slaney Wynne it was decided to urge those who have the management of schools to persuade the scholars to make use of the scheme by investing their pence; and it was further passed to publish 1,000 leaflets, giving the necessary instructions. The leaflet has since been issued in Welsh and English; in the Welsh copy it is stated that 50*l.* has been invested in the Post Office Savings Bank in the names of the children attending a small school at Dinas Mawddwy. The following is the English copy, from which (unfortunately, I think) the above striking fact is omitted:—

Dolgelley Union.

Abolition of School Fees.

The Guardians of the Poor of the Dolgelley Union, with a view to the encouragement of thrift, desire to draw the attention of School Boards, Managers and the Public to the facilities offered by the Post Office for the investment of school pence in the Post Office Savings Bank.

1. In giving special aid in establishing penny banks in connection with the Post Office Savings Bank, and furnishing rules (for convenience of Boards and Managers), and deposit books, &c., free of charge.

2. In cases where schools find the Penny Bank system unsuited to their requirements, the Post Office will furnish the teachers with stamp deposit forms on which will be printed the name of the school and space for the name of the scholar, and envelopes will also be supplied to keep the forms. A stock of stamps can be had on credit by furnishing a letter of indemnity signed by two householders.* On the day appointed for the receipt of the pence the teacher or manager will exchange them for stamps, and see the stamp affixed to the forms, which the children will take home as evidence to the parents of the money having been paid in, and the forms will then either be kept by the parents or returned to the school until the next depositing day. At certain intervals, according to arrangement, a clerk from the nearest post office will attend at the school to receive the completed stamp forms as deposits in the Post Office Savings Bank, either to new accounts or to accounts already opened.

Information on any point can be obtained from postmasters. You are requested to give the subject your best consideration.

W. R. Davies,
Clerk to the Guardians.

Clerk's Office, Dolgelley,
December 1st 1892.

* N.B.—"In the case of School Boards it is not necessary to have a letter of indemnity by two householders for a credit stock of stamps. A receipt for the amount signed by the Clerk or Treasurer suffices."—Extract from a letter from the Postmaster.

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APPENDIX G.

AGRICULTURAL STATISTICS FOR 1891.

Since the body of this Report was written, a special Return by the Board of Agriculture to the Royal Commission has been issued, from which the following statistics for the Dolgelley Union are derived :—

Crops in 1891.	Acres.	Approximate Per-centage of cultivated Area.
Wheat	254½	0·56
Barley or bere	1,081½	2·37
Oats	2,260·	5·01
Potatoes	713½	1·58
Turnips and swedes	273½	0·60
Clover and rotation grasses	3,321	7·34
Small fruit	6	0·13
Other crops not separately specified	143½	0·29
Total arable	8,053½	17·88
Permanent pasture	36,996½	82·12
Total cultivated	45,049½	100·

CATTLE and SHEEP in 1891.

Cows and heifers in milk or in calf	4,236
Other cattle two years old or more	2,022
Do. under two years old	5,163
Total cattle	11,421
Sheep one year old or more	104,838
Lambs under one year	39,474
Total sheep	144,312

The return does not give the number of horses and pigs.

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ROYAL COMMISSION ON LABOUR.

THE AGRICULTURAL LABOURER.

WALES.

REPORT

BY

MR. D. LLEUFER THOMAS
(ASSISTANT COMMISSIONER),

UPON THE

POOR LAW UNION OF RUTHIN
(DENBIGHSHIRE).

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THE AGRICULTURAL LABOURER.

To GEOFFREY DRAGE, Esq., Secretary,
Royal Commission on Labour.

2, Brick Court, Temple, E.C.,
30 November 1892.

SIR,

THE AGRICULTURAL LABOURER.

1. I have the honour of submitting to you the evidence which I have received with reference to the condition of the agricultural labourer within the limits of the poor law union of Ruthin, which is the fifth district in which I have held inquiries since my appointment.

Area of inquiry.

Method of proceeding.

2. I paid two visits to the district, a preliminary one in September for the purpose of explaining the nature of the inquiry and of making arrangements, the other, of a more lengthy duration, in the early part of October. On the latter occasion I held open meetings for farmers and labourers at Gyffylliog, Llandyrnog, Prion (in Llanrhaiadr), Llanarmon, and Ruthin. At the two first named places I had very large attendances of labourers, but in the others, scarcely any interest was evinced in the inquiry. All these meetings were conducted in Welsh, and almost all the information was collected in the same language, which I also used, by request, in addressing the meeting of the Board of Guardians. My work, especially the systematic inspection of cottages, was considerably impeded by the very heavy rains which fell during my stay in the district, and for many days, converted a large portion of the Vale of Clwyd into a big lake.

Description of district.

3. The Union of Ruthin, which consists of 21 civil parishes with an estimated acreage of 103,517 acres, and a rateable value of 91,481*l.*, is wholly situated in the county of Denbigh, excepting a hamlet of the parish of Llanarmon, of which 2,357 acres (of the rateable value of 1,266*l.*) extend into Flintshire. It contains practically all that portion of the Vale of Clwyd which is included in Denbighshire, and stretching right across the centre of that county, it occupies the rich plain that lies between the Hiraethog Hills on the west, and the Clwydian range, of which Y Foel Fammau is the highest point, on the east. Besides the Vale of Clwyd, there is also included in the union the smaller and less known Vale of Yale (Iâl) or more strictly speaking three parishes, viz.: Llanferres, Llanarmon, and Llandegla, which along with the parishes of Llantyssilio and Bryneglwys (outside the Ruthin Union) form the hundred of Yale. The three former parishes lie between the Clwydian range and the Llangollen mountains, and are drained by the river Alun, which flows northwards in the direction of Mold.

Geological and physical characteristics.

4. The whole of the basin which forms the Vale of Clwyd is composed of new red sandstone, but around its edges there runs a thin band of bluish carboniferous limestone, which crops up most prominently in the Eyarth Rocks in Llanelidan parish. It is also the chief geological feature of the Yale district. It should be noticed that the Vale of Clwyd is the only patch of new red sandstone in Wales, and that, regarded both from a geological and picturesque point of view, we have here "a piece of England let down as it were, like "a wedge amidst the more massive and ancient rocks, "a remarkable fragment of genuine English scenery, "a rich plain of new red sandstone beautifully wooded "and watered, and diversified by park-like slopes."

Soil and nature of agriculture.

5. There is a large quantity of rough pasture land fringing the Clwydian hills, on the slopes of Hiraethog, and on the hill-sides in Yale, and in these districts, sheep-grazing naturally predominates. On the other hand, the soil in the basins of the two vales being chiefly arable, a large amount of cultivation is there carried on. The different corn crops and roots are extensively grown, and the farmers divide their attentions between corn-growing, stock-raising and dairy-farming. (*See* App. H.)

Ownership of land.

6. The ownership of the land is divided among a considerable number of persons, most of whom are resident in the district. Only two or three of them, however, such as Colonel Hughes, of Ystrad, and Major Blezard, of Pool Park, have farms which they cultivate themselves. The majority of the occupiers are tenant farmers, while the number of occupying owners is inappreciable.

B.-V. RUTHIN.

Size of holdings. Social position of farmers.

7. From an English point of view the holdings are not large in extent, but compared with other lowland farms in Wales, they are, perhaps, above the average size, and the cultivation is such as to require probably a higher proportion of labourers to the acreage than in most other parts. It was said that the overwhelming majority of lowland farms within the union was less than 200 acres each. And still there are very few small holdings, such as in other districts generally form so many steps in the agricultural ladder, enabling labourers to rise gradually, so as ultimately to become employers of labour themselves. There is, therefore, a sharp line of demarcation separating the farming from the labouring class, and in this respect the Vale of Clwyd differs from all the other districts which I have hitherto visited. There is among its inhabitants a greater tendency to caste; the farmers form a semi-aristocratic, or at least a very distinct middle class by themselves, and the labourers are an equally distinct peasant class of their own. As a result, the labourers do not share the society of the farmers to the extent which they do in South Wales, nor in the North Welsh Counties of Montgomery and Merioneth which I have visited; farmers' daughters and their maids scarcely ever confide in each other to any large extent. Along with this, it is to be noticed that rarely does a small farmer's son become another farmer's servant; if on marrying he cannot obtain a suitable holding, or has not capital enough to stock a farm, he prefers to go away to some large town, even to become a labourer there, rather than lose caste by entering service as a farm-labourer at home. On the other hand, there is practically an impassable barrier preventing the labourer from becoming a farmer himself, while even occasional inter-marriage between the two classes is extremely exceptional. This feeling of caste is observable in other circles. The village schoolmaster is very widely separated from the clergyman of the parish; hardly ever does the former aspire to take orders, as in South Wales he often does, and that with the assistance of the clergyman. Nor within their respective spheres do they often resort to each other for mutual advice or assistance in connexion with village affairs. I might hazard the opinion that this feeling of caste is partly due to a considerable infusion of English or Norman blood into the older families of the district, who are now represented by the farmers of the Vale, and who have long since become thoroughly Welsh in speech and sentiment. As I shall endeavour to point out in the sequel, this feeling has an important effect on the condition of the labourers as a class.

Industries of the district.

8. Agriculture forms the staple industry of the whole of the Vale of Clwyd, the Ruthin union included. There are, however, a few minor industries, but the number of people employed in them is comparatively small. In Nantglyn parish there is rather a well-known flagstone quarry, where only about 26 men are at present employed; a smaller quarry, employing about eight men, is also worked in Gyffylliog. There were formerly quarries for slates and flags at Llandegla. Llanarmon and Llanferres had lead mines which have long been idle, but there is some talk of re-starting them. The lime rocks which crop up at different points are in some places worked, the chief instance being in Llanelidan parish, but there is an occasional limekiln in other parts, *e.g.*, in Llanynys. Similarly, there are two or three small brickworks, as at Rhewl and Gwern y mynydd in Iâl. I should also mention the manufacture of mineral waters, which, since 1825, have been associated with the town of Ruthin. An interesting point in connexion with this business is the fact that the hampers in which the manufactured article is sent out are ex-

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pressly made for the purpose with osiers brought from beds about four miles from the town.

Pauperism, and the application of charities.

9. Statistics of pauperism, covering a period of 18 years, are given in the Appendix. According to the returns published for the year ended Lady Day 1892, the total number of paupers on that day was 433, that is a per-centage of 3·3 on the population, according to the last census, as compared with 4·0 for the whole of North Wales, while the ratio of indoor to outdoor paupers on the same date was 14·1 to 85·9. A practice which, though illegal, prevails largely in the district, is to give doles out of charitable endowments to persons in receipt of parochial relief. Among other curious uses, I may also mention that on one, or perhaps two, occasions, a part (of the income of a charitable endowment at Llandyrnog) has been used to pay a fine inflicted on a working man for drunkenness, and on one, or perhaps two, occasions, a part has been used to pay the fine of a workman convicted for poaching. According to the explanation given by the rector to the Assistant Charity Commissioner (Mr. David Lewis) who held an inquiry in the parish in April 1889, "in all these instances (four at most) the offenders "were very poor, and quite unable to pay their fines, "and if they had been obliged to go to prison, their "wives and children would have been reduced to "destitution. And having regard to this, and to the "promises of the drunkards to reform and of the "poachers never to get into similar trouble again, he "(the rector) thought he was acting within the just "limits of his discretion in paying the fines."

The prevention of hereditary pauperism.

10. I should mention that the senior relieving officer for the union has adopted a rule, which in my opinion ought to be highly salutary in its effects. With the object of preventing the pauperising of children from their early days, he requires (except in special circumstances) that the paupers themselves, or some adult representing them, should meet him for the purpose of receiving the relief money, and he refuses to pay it over to the children of such paupers, lest they should grow up so accustomed to it as to expect similar relief themselves as a matter of course. As pauperism always tends to become hereditary, any attempt to break the succession is certainly praiseworthy.

I.—The Supply of Labour.

Statements as to the supply of labour.

11. All the largest employers of labour were of opinion that the supply both of young servants and of labourers is sufficient to meet the present demand. Owing to the slackness of other industries, the supply has, if anything, been better this year than for some time past. The following answers are given as slightly differing from the majority received:—Mr. J. Jones, Segwryd Farm, Denbigh, said, "Good workmen are "scarce, but the supply is not short, except on special "occasions." Men at Gyffylliog said, "Indoor ser-"vants are scarcer than married labourers, because "there is a far greater demand for the former." But from the point of view of a thorough cultivation, many farmers regard the supply as very inadequate. "There is scarcely half enough to do justice to the "land, and it has been so for the last 10 years or "more," said Mr. Daniel Roberts, of Bathafarn Farm. The number of labourers employed in the district has naturally diminished greatly within the last 10 years. Farmers have everywhere tried to retrench by lessening their labour bill, and by relying more on lads than on married labourers. Roughly speaking, there are at least two indoor servants for every married labourer employed in the district. A few labourers from the mountainous districts of Cerrig y druidion and Bettws, as well as a small number of quarrymen from Festiniog, come down to the Vale to help at the corn harvest, but with this very slight exception, there is no other immigration. I have previously referred, in my report on the Dolgelley union, to the habit of Denbighshire men, who go in large numbers to Merioneth during the hay time there, and return home in time for the corn, which is the chief harvest of the Vale of Clwyd.

Opinions as to the comparative efficiency of labourers.

12. There was considerable difference of opinion as to the efficiency of labourers. According to one employer, "They are quite as skilful, but do not work "nearly so hard as they used to." According to another, "They are less skilful, owing to their being "kept in school so long," while a third says, "They "do not now submit to be taught different kinds of "work, as they formerly did." At Llandyrnog it was said, "Neither farmers nor labourers possess the same "efficiency for farm work as they did in former days; "young labourers are too migratory in their habits to "learn."

The Agricultural Labourer.

What appears to be the case is, that there is a large number of unskilled men in and near the towns of Denbigh and Ruthin, men who mainly depend on odd jobs and catchwork, but who make quite as much money as the most skilled of labourers in the summer time. In parts that are further removed from town influences, there does not appear to be any serious deterioration among the labourers, while in some respects they have certainly much improved. There is perhaps a greater tendency to specialise farm work with the result that it is difficult now to get a man who can do all kinds of work.

Influence of competitions.

13. Labourers and farmers were singularly unanimous in speaking of the good results of ploughing, hedging, and other kindred competitions in raising the standard of efficiency, particularly among young men. Where these competitions had died out their discontinuance was much deplored.

The greater industry and efficiency of Yale men.

14. The inhabitants of the Yale district ('Gwyr Iâl') are generally credited with being more industrious than the men of the Vale of Clwyd, the latter having in fact, both as farmers and labourers, but a poor reputation in respect of industry. "Other Welshmen "(according to one writer) say, that in the Vale of "Clwyd the worst of farmers thrive upon the best of "land." Whatever about the truth of such a statement, it was fairly patent to me that the labourers work far more leisurely there than in other parts, and I was also told that they rarely if ever exhibit any rivalry among themselves, as for example, who is the fastest binder in harvest time, or who on other emergencies can get through the greatest amount of work within the least time, or to use their own words, be "best man."

Instruction in dairy work.

15. Considering the importance of dairy work, practically nothing used to be done until recently to insure a regular supply of skilled dairymaids. I have previously referred in my report on the Llanfyllin Union to the work of newly established dairy schools in Montgomeryshire. There is also a school for giving popular instruction in butter and cheese making at Llewenni Hall near Denbigh, which, though the property of a limited company, is conducted under the auspices of the University College of North Wales. Though the greater number of those who are able to avail themselves of this instruction are daughters of farmers, still the influence of the school must indirectly reach the hired dairymaids of the district, and perhaps it will also tend to make dairy work more attractive to them. At present it is much more difficult for a farmer to obtain a domestic servant who is also capable of attending to the dairy than it is to get servant men. It should be stated that all the milking is done by women, but the feeding of the cows is done by one of the men.

II.—Conditions of Engagement.

The distribution of work between indoor servants and married labourers.

16. The major part of the employment in the district is regular and continuous, but there are two classes of labourers who prefer not to bind themselves by yearly agreements. These are either the more unsteady and less skilful class of workers who generally haunt the precincts of the towns, or they are the more skilled labourers who, conscious of their superior ability, feel sure of plenty of work at all times, and therefore prefer to work by the day from place to place, or to do piecework, and are also able to get the highest harvest wages in the summer. Most, if not all the teamsmen and stockmen employed in the district (except in the case of a few English employers) are young unmarried men, who sleep on the farm premises, while labourers who live in cottages apart from the farm-house are employed for spade work and other general occupations of the farm. Thus the longer hours of work which are inseparable from the charge of animals fall on the younger men, who are always at the farm-house, and are able to commence their attendance on the stock, during the time that the ordinary labourers require to walk from their homes to their work. Married labourers also prefer not to follow the teams, owing to the greater amount of walking which teamsmen have to do. The result is that, according to the general opinion expressed, 75 per cent. of the hired labour on farms is done by young lads who live at the farm-houses.

Engagement of indoor servants.

17. The engagement of indoor servants is an annual one, and the year of service is supposed to commence

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on the first of May. Much of the hiring was until recently done at fairs held in Ruthin and Denbigh, the former being the chief hiring fair, but it is now almost entirely arranged privately about a month or six weeks before May-day. One result of this private method, according to some people, is that it gives scope to underhanded practices in dealing with servants, and that it is not unusual for one farmer, secretly and without the permission of his neighbours, to offer inducements to the latter's servants to change their service. In this respect the old system of market overt had its advantages. The engagement is never reduced to writing, but a shilling or two is given as earnest money. Wages of yearly servants appear to be paid quarterly in many cases, but most employers retain in their hands a month's wages as some security for the completion of the service. The beginning of May was generally considered a most suitable time for the commencement of the year. It is a comparatively slack time on farms. All the sowing &c. is finished, while there is an interval before the turnip hoeing and hay-making come on. Some, however, suggest that Christmas or New Year's Day would be a more convenient date for the commencement of service. This was chiefly urged, I believe, owing to the practice of most young men to take three or four days as holidays when they change their place of service, and these days could be more easily spared in the winter than in summer.

Engagement of outdoor labourers.

18. The engagement of labourers who do not sleep at the farmhouse is on the other hand a weekly one, and it is terminable by a week's notice on either side. Their wages are paid weekly or in some cases fortnightly.

Hours of work.

19. As to hours of work, the most obvious distinction in this district is between the hours of indoor servants and those of outdoor labourers. The former class, however, includes all the men who are in charge of animals, and their hours, as I have already explained, are longer. But the limits of time are not rigidly fixed especially on the smaller farms.

Indoor servants: 5.30 to 7 p.m., but at the hill farms there is no fixed time for leaving off, and the servants are expected to be in attendance, though not actually working, until bed-time. Until recently the servants used to be called quite half an hour, if not an hour, earlier in the morning than they are at present. The hours of work for the ordinary labourers were stated to be from 6 to 6, in the lowland farms of the Vale, but they do not leave off work much before 6.30 or or 7 p.m. on the hillsides, and they tend to be still later the higher one goes up the hills. During the harvest time, labourers generally work until 8 in the evening. In winter time 7 to 5. At Pool Park (Major Blezard's farm) where the labourers live on their own finding, the men commence work at 6 a.m. and leave off at 6 p.m.

It is only in a few places that any specified time is allowed for meals. The more usual rule is to start work immediately after the meal is finished. Teamsmen give about two hours' rest to their horses in the middle of the day, but they have to prepare food for the horses and do all the necessary stable work in the interval.

The following computation fairly represents the more common usage in the matter:—

Breakfast - -	20 minutes to ½ hour.
Dinner - -	¾ hour.
Tea - -	¼ of an hour.
Supper - -	generally given about bedtime.

Thus about 1½ hours at the utmost is devoted to meals within the period of working, supper being outside that period. The hours of labour, excluding meal times, are therefore about 12 for servants and about 10½ for labourers, but in winter they would be less by between one and two hours, and correspondingly longer in the harvest time. It is seldom that a labourer has less than a mile to walk to his work, and too often he has more, and half an hour would scarcely be enough to represent the average occupied by labourers in going to their work and in returning.

The Sunday work, which is entirely confined to tending the horses and cattle in winter, is done by indoor servants, the time required being estimated at about four hours every Sunday.

III.—Wages and Earnings.

Average wages of boarded labourers.

20. The current rate of weekly wages in the hillside districts of Gyffylliog, Nantglyn, and Llanrhaiadr is 8*s*. a week (with food) for permanent labourers, or 9*s*. a week for occasional labourers who work from one farm to another. Some, however, in these districts, though capable men, do not get more than 7*s*. 6*d*. per week. In the Yale or Llanarmon district, the wages were said to be from 8*s*. to 9*s*. a week, while in the Vale of Clwyd proper 9*s*. a week appears to be the current rate of payment. Fifteen years ago, in 1876 and 1877, wages tended to be slightly higher than at present, as scarcely anyone then received less than 9*s*. a week. Subsequently wages fell, but for the last four or five years they have gone up again, nearly to the level of 1876. Thus at Gyffylliog, where 7*s*. only was paid five years ago, 8*s*. a week is now paid.

Wages of labourers o their own finding.

21. It was generally stated that the equivalent of 9*s*. a week with food is 15*s*. a week on the labourers' own finding, and this is the usual rate where food is not given. The wages paid at Pool Park (Major Blezard) are higher than the standard of payment among tenant farmers generally, owing to the reason that no extra payment is made at Pool Park in harvest, while most farmers pay their men at a higher rate during that season. Major Blezard's labourers are paid as follows:—

Three ordinary labourers, four carters, and two cowmen at 16*s*. per week, one other cowman at 14*s*. a week with house and garden rent free, and one shepherd at 16*s*. with house rent free.

Wages of indoor servants.

22. The wages of indoor servants naturally vary according to difference of age. The chief carter, if he is also vested with some of the responsibility of management, in which case he is usually known as a "hwsmon," (*i.e.* a husbandman), receives from 22*l*. to 25*l*. a year, but where the carter is not hired as a "hwsmon," his wages more usually are about 20*l*. a year. To illustrate the graduation, one may say that a lad of 16 years of age generally gets about 10*l*. a year, and a young man of 20 years of age about 18*l*. They also have their food and lodging at the farmhouse, but have to pay some washerwoman for their washing.

Piece-work.

23. There appears to be a fairly general prejudice in the district against piece-work, owing to a belief that it is not so honestly done as day-work. The smallness of the holdings and the necessity of keeping the same staff of men all the year round are also obstacles to the extension of the piece-work system in the district. The following prices for piece-work were mentioned as fairly customary:—

Hedging, 6*d*. a rood (of eight yards).

Draining (four feet deep), 1*s*. 4*d*. to 2*s*. per rood.

Mowing hay, 4*s*. per acre. (N.B.—The rate of pay for this work used to be higher, from ten to fifteen years ago.)

Turnip hoeing, 8*s*. per acre; but in the higher districts of Gyffylliog and part of Llanrhaiadr, 9*s*. to 10*s*. per acre.

Pulling and topping turnips, 8*s*. per acre.

Breast ploughing, which used to be quite common in the mountainous districts, but is seldom done now, from 20*s*. to 30*s*. per acre.

Harvest payments.

24. Higher wages are almost everywhere paid in the district to weekly labourers in the harvest (excepting at a few places such as Pool Park). A slight advance is made in some cases in hay-time, but as the chief harvest of the district is that of the corn, it is then that a general advance is made. In the neighbourhood of Ruthin, 12*s*. a week (with food, as usual) was paid last hay-time, but no advance was made elsewhere. In the corn harvest 13*s*. to 15*s*. a week was paid around Llanarmon, 15*s*. to 16*s*. around Aberchwiler, and from 15*s*. to 18*s*. in the Vale itself. One employer (Colonel Hughes, of Ystrad), who does not give food to his labourers, pays them 24*s*. a week during the harvest. This higher rate of payment extends for one month, within which time, in fair weather, the harvest is generally completed. The hiring for the harvest is now done privately, but in former years, men attended the markets for the purpose. *

No perquisites.

25. There is no general system of perquisites, or customary allowances in the district. For instance, potato grounds, when given, are generally paid for by the

* As illustrating the older practice of harvest hiring, there is an interesting story connected with the town of Rhuddlan (which is situated at the lower end of the Vale of Clwyd). The great Welsh revivalist, John Elias (1774-1841) once visited the town at the commencement of the corn harvest, and found the labourers assembled in the streets on Sunday to be hired, while buying and selling went on in the usual way. At considerable personal risk, Elias preached a remarkable sermon to them on the sacredness of the Sabbath, "the audience soon became panic-struck, and such misdeeds were never seen again in Rhuddlan."

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B.-V. RUTHIN.

labourers. The only payment in kind is the food given to the labourer or the food and lodging provided for the indoor servant. The diet tends to be more liberal in the harvest, but it is not customary to give beer at any time.

Estimate of total earnings.

26. Before it is possible to estimate the total earnings of labourers in the district, it is essential to fix a price upon the food provided by the farmers and others; but this it is extremely difficult to do. Taking the difference between the board and non-board wages as representing the approximate value of the food, the price of the board works out to be 6*s.* a week. But it is a question which I am unable to decide whether the food would not be worth less to the labourer than the sum it is assessed at according to the above calculation. I am inclined to think so; for it may be taken for granted that the food would cost much more to the labourer if he had to buy it for himself than it does to his employer, who has the advantage of supplying his own produce and of catering for a large number at the same time. The cost of the food to the labourer is, I think, more likely to be the basis of the employer's calculation in assessing it at 6*s.* a week. Adopting this estimate, however, I find the total earnings to be from about 38*l.* in the Gyffylliog district to a little over 40*l.* in the Vale proper.

IV.—Cottage Accommodation.

No attempt to make the supply of cottages proportionate to the requirements of districts.

27. With reference to the number of labourers' cottages, I have not yet, in the course of any of my inquiries, come across a single instance where an estate owner follows a definite rule or system according to which he makes the provision of cottages on his estate proportionate to the acreage of the cultivated land. The law of supply and demand is of itself enough to solve the problem when there is an abundance of cottages, for in that case the least habitable, as a rule, are allowed to become uninhabited. But when, on the other hand, there is a necessity of adding to the number, there is seldom a conscious effort made to supply the deficiency by building new cottages within the area in which they are required. The result is that the erection of a labourer's cottage is almost an unheard-of thing in many districts; the old ones have to be utilised, however inconveniently situated they are for the labourer's employment, and chance seems to regulate the supply. There is one notable exception which, if not quite within the limits of the union, is at all events on its borders. Colonel Hughes of Ystrad, near Denbigh, was mentioned as one who does build cottages for his labourers, more in his capacity of employer than of landlord, and the emphasis laid on his work in this respect corroborates the view that his action is quite exceptional. Colonel Hughes is also mentioned in the Sanitary Inspector's Report for 1891-2 as one "who at all times so readily "and effectually co-operates to secure that all dwelling-"houses, on the many estates of which he is agent, shall "be in thorough sanitary and healthy conditions."

Plentiful in Vale, scarce on hill sides.

28. Thus throughout almost all that portion of the union which lies in the Vale there is an ample supply of cottages, though much may be said against their condition. There is also a similar abundance in the district of Yale, owing more particularly to the fact that the mining population left the place on the stoppage of the mines. But the more hilly districts on the Hiraethog slopes are less fortunate in this respect, and the supply of cottages is regarded as insufficient in the parishes of Clocaenog, Gyffylliog, and Nantglyn. Major Blezard's bailiff, in referring to the Pool Park labourers, says, "Several of them have to walk a mile to work, one "or two 1½ miles. There are some new houses to be had "nearer, but they are too dear for labourers." In dealing with their state of repair I shall refer again to the great scarcity of cottages in the parish of Gyffylliog.

Naturally the number of cottages is considerably less than in former years. In Llanarmon, in Yale, I was told that the kind of cottages which had diminished most in number in that district were those which had small plots of land attached to them. A similar statement was made with reference to the hilly portion of Llanrhaiadr parish. In the Vale itself I should think such small holdings never existed in any large numbers, so that the statement would be inapplicable to it. Almost all the cottages in the Vale are grouped together in villages or small hamlets, but in the hilly districts, such as the Yale parishes, and those on the Hiraethog side (including Derwen) as well as Llangwyfan parish, which is also hilly, the cottages are naturally much more scattered.

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Construction of cottages.

29. Most of the cottages in the district are stone built, but a few wattled ones still remain on the Hiraethog hills. In the Vale, bricks have been largely used in house construction, especially in repairing old cottages, as when a thatch roof is replaced by slates a new story is generally added, and bricks are then almost invariably used. As the bricks are never plastered on the outside, and the walling is thin, a good deal of moisture is absorbed into them. The greater number are at present slated, but straw and rushes are still often used, and in the Hiraethog district heather is also utilised, and is said to render the house warm in winter. Some of the older slated cottages have no ceilings.

Their inadequate accommodation.

30. By far the greater majority of cottages in the district have only two rooms—either both downstairs, or one down and the other, a kind of unpartitioned loft, upstairs. Each room contains on an average from 700 to 800 cubic feet. They are fairly well ventilated by means of windows which open, and of chimneys. The only complaint with reference to cottages—and it is a most serious one—is that the accommodation and the number of partitioned rooms are utterly inadequate for the requirements of ordinary decency. According to the Rector of Llandyrnog, "where there is a room upstairs "there are no partitions; beds cannot be partitioned "off, so that even grown-up children who have left "the district, when they return for a visit, have to "sleep in the same common open bedroom. Decency "and morality are often simply impossible under such "circumstances."

Such inadequate accommodation is also necessarily injurious to the health of the occupiers. The medical officer stated that during a recent outbreak of measles in the Llandyrnog district there were three deaths in three separate houses, each of which had only one room for sleeping purposes, and that was on the ground floor. In all three cases a whole family of six had to sleep in the one single chamber, where there could not be even a quarter of the cubic space required for each person. On the other hand, in cottages where there is plenty of room the tendency is to take in lodgers, especially when labourers are temporarily drawn to the place from a distance—*e.g.*, for timber cutting or house building.

A few specimen measurements of typical cottages are given in Appendix C.

State of repair.

31. As to state of repair, the sanitary inspector informed me that it is much easier to get repairs done to cottages which are let directly by the landlords to the occupier rather than to those which are let along with farms and sublet to labourers. It is more difficult for the sanitary authority to deal with the dual ownership—it is not always known on whom the liability to repair should really fall. He mentioned two instances of landlords who, on the receipt of notices as to the insanitary condition of cottages on farms belonging to them, replied that they were previously unaware of the existence of the cottages in question. It should be mentioned that the custom of the district is that cottages let with farms are to be repaired by the farmer himself, and not by the superior landlord. The result is that cottages held under such tenure are in a worse state of repair than those which are held directly of the estate owner.

Wretchedness of parish cottages.

32. In several parishes there are cottages which are parish property, and they are either occupied by paupers without payment of any rent (as in Llanrhaiadr), or, where rent is exacted, it is divided in doles among the poor (as in Gyffylliog, Nantglyn, Llanarmon, &c.). Without exception, these cottages are the most wretched in each parish where they are to be found, and their existence is a very doubtful benefit to the inhabitants. Instead of applying the whole rent to their repairs for a few years, they are occasionally patched in a grudging manner, so that the doles to be distributed should not be diminished. There are 10 of these cottages in Gyffylliog village, with a total rental of 20*l.* 15*s.* The following statement with reference to them is embodied in the report of the Assistant Charity Commissioners, who held an inquiry in the parish in May, 1889:—"In 1877, the houses then being in such a "condition that it was expected that soon they would "most of them be condemned as unsanitary, the vicar "offered to purchase them at 150*l.* (the average *net* "income of the Charity for the previous 10 years had "been 5*l.* 11*s.* a year); his object being to pull "down the cottages, and build in their stead cottages "in which labouring men could live decently. The "parishioners, however, objected to sell the property. "Two are in fairly decent condition; as to the rest "they are wretched hovels, only varying in degree

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" of wretchedness. The last cottage of all, and the " smallest, lying next to the river, consists merely of " one room, which is used as a bedroom, kitchen, and " the rest. It is occupied by a respectable artisan—a " wheelwright, his wife, and one child. He pays 30*s.* " a year rent for the place. He had been working at " Birkenhead, but having returned to this, his native " village, at a time of trade depression, he has remained " there. He would gladly pay more for a decent house " if such could be found, or would build a cottage if he " could get a piece of land for the purpose. Neither " of these can be got; all the available cottages are " occupied, and land for cottage building is practically " impossible to be obtained. Unless the worst of the " houses are pulled down and rebuilt, it is pretty certain " that they will go from bad to worse, until they are " condemned as unfit to live in, and the property of " the Charity will be reduced to practically the land " upon which the cottages stand." With reference to four charity houses in Llanrhaiadr, the Assistant Charity Commissioner says: "There is no great demand for " them, they are so wretched," while the scarcity of cottages is not so generally felt in that district as at Gyffylliog.

Drainage.

33. Damp houses and defective drainage were stated by the medical officer of health to be mostly responsible for disease in the district, and though a great improvement has been effected in this respect, it was pointed out that in many cases a too rigid application of the Public Health Acts might lead to a still greater reduction in the rural population.

As to privies, the sanitary inspector estimated that about 400 new ones had been provided within the last four years, in connexion with all kinds of houses in the district. In some places, as at Llandyrnog, one privy still serves for the use of two, three, or even more, families. One great objection to this is, that the responsibility of periodically emptying it is shirked by both the parties who use it, and one notorious instance of this neglect occurred at Llandyrnog last summer, and was the probable cause of serious illness.

General sanitary condition.

34. Within the last few years, I believe that the sanitary condition of the district has received considerable attention at the hands of the local authority and its officers. Both the medical officer of health and the sanitary inspector gave me very valuable information bearing on my inquiry; their annual reports, which I was pleased to observe are published in the annual "blue-book" of the Union, have also been helpful. A few extracts will illustrate the kind of work done. The sanitary inspector reports that during the year ended March 1892, "much has been done to remove a very " prevalent cause of complaint in the district, that of " damp houses, consequent upon their having been " built against and into the hillside. This, no doubt, " in exposed and bleak places was done to secure " warmth, but with no provision against dampness." With reference to this complaint, the medical officer informed me that a good deal has recently been done by the inspector in having trenches or gutters dug round cottages embedded in the soil, and in making courses for rain-water. But there are still many cottages, especially in the Llanarmon district, and about Clawddnewydd, which, being lower in level than the ground outside, are always damp for want of a gutter to drain the roof-water.

The sanitary inspector goes on to state in his report that " during the year, no less than six families have " had to vacate houses reported as not fit for habita- " tation, the landlords refusing to carry out any " sanitary improvements, but on the other hand a " very large number of houses which were in a very " bad sanitary condition have been put in thorough " repair, some taken down altogether and replaced by " new ones which are comfortable and healthy to the " occupiers."

Inferior sanitation of farm-houses.

35. It was suggested at Llanarmon that so much attention has been paid to the sanitary condition of cottages with the result that the state of farmhouses has been almost overlooked, and that in fact a higher sanitary standard is apparently required of cottagers than of the occupiers of farms. Thus, while pigstyes have been universally condemned if abutting on the outside wall of a labourer's cottage, nothing has been done where, in farms, the dwelling-house is attached to the out-houses, and where the servants sleep over the stables, or cow-houses, as is the general rule.*

* See a summary of the sanitary work of the union for 1891-2 in Appendix D.

Water supply.

36 The water supply in the Vale must be regarded as deficient both in quality and in quantity, but a sincere effort appears to be made by the local authority to remedy the evil. In summer there is often a deficiency, even for ordinary domestic purposes, and water kept in the house over night is unfit for consumption the following morning, owing to its bad quality. The medical officer stated that he had attributed cases of diphtheria and diarrhœa to this fact. In his report for last year he also makes these remarks: "The water " supply in the Llandyrnog sub-district is very unsatis- " factory." This applies to the villages of Llandyrnog, Pentrefelin, Hendre'rwydd, Gellifor, and Rhos, but at the time of my visit a scheme was under consideration for constructing a large reservoir to supply the district. In the neighbourhood of Craig adwy'r wynt, in Llanelidan parish, all water has to be carried a distance of a quarter of a mile, and a large number of houses are situated wholly without a proper supply of wholesome water. At Pentre Llanrhaiadr most of the water for domestic purposes is taken from a polluted stream which runs through the village, and pure water is obtainable only from a spring two or three fields off, which, though near, is, on account of the awkward styles crossing the footway thereto, most inconvenient of approach. For the neighbourhood of Llanfair a reservoir has been recently constructed on Cricor Mountain, and is expected to be a great boon to the inhabitants.

Ownership and tenure of cottages.

37. The chief form of tenure in the districts is the holding of cottages by labourers from an estate owner, or in the case of villages, from an independent owner. There are therefore no restrictive conditions requiring the tenant to work for a particular employer, or even on a particular estate. A few cottages are let along with farms and sublet by the farmers, but "labourers " are not particularly desirous of taking such cottages." Six months' notice is requisite for the termination of the tenancy on either side, but in the parish (or township) of Aberchwiler, where cottages are let with farms, it was stated by a farmer that one week's notice is considered sufficient. Rents vary from 2*l.* 12*s.* to 4*l.*, though 5*l.* is obtained for new cottages and those that are fairly well restored. Rents of cottages have, of late years, tended to go up, owing probably to the more stringent enforcement of sanitary rules. Rates are generally paid by the landlord.

V.—Gardens, Allotments, &c.

General smallness of gardens and the absence of allotments.

38. While inquiring as to the average size of gardens at Gyffylliog, I evoked some laughter by suggesting that they were a quarter of an acre in extent. The largest sized gardens are not as a rule more than one-eighth of an acre, as may be seen from the specimens which I have given in my account of the dimensions of cottages in Appendix C. There are many cottages in the Llanarmon district, at Gyffylliog and in the neighbourhood of Ruthin, without any gardens attached. Here, as elsewhere, the deficiency is to some extent supplied by the custom of farmers to allow cottagers to have potato grounds in the open field, but this custom appears to be on the decrease. Potatoes, like many other necessaries of life, are, however, regarded as so very cheap, and, as I shall have occasion to point out later on, shopkeepers offer such facilities for having all goods delivered, that many labourers tend to neglect their gardens, and are indifferent to obtaining potato grounds on farms. In districts that are further from the reach of shopkeepers, the smallness of gardens is keenly felt, especially as there are no allotments (in the proper sense of the term) to be found in the whole district. The Vicar of Gyffylliog strongly urged the necessity of having some allotments for the labourers of that parish, but with this exception I did not find any general desire for allotments.

No garden shows.

39. There are no cottage garden shows or horticultural societies open to agricultural societies in the district; formerly there was one at Llandyrnog, but that is now defunct. I fear that, as a general rule, very little interest is taken by most labourers in their gardens; and their wives, owing to a want of the necessary knowledge, are too often sadly ignorant of the way to utilise garden produce for the food of the family.

Potato grounds.

40. The extent of potato ground granted to a cottager varies, according to the number of his family, from 40 to 160 (lineal) yards, and the usual payment exacted is 2*s.* per rood (of 8 yards) when the labourer does not supply the manure, or 1*s.* a rood if he does.

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Small holdings occupied by labourers.

41. There are no cow-runs or cow-pastures to be found in the district, and the number of small holdings held by labourers is small as compared with other districts in Wales. Thus the vicar of Gyffylliog, in speaking of that large parish, says there are in it only two small holdings of 10 or 12 acres each, their tenants being chiefly employed as agricultural labourers. Taking rent as a basis of comparison, the parish of Llanrhaiadr appears to be better off, for it has 63 holdings, with a rental under 10*l.*, and 28 holdings with a rental between 10*l.* and 20*l.* Again, in the parish of Llandyrnog, there are about nine labourers who have small holdings of about eight or ten acres each; these (especially when compared with the ordinary labourer of that parish) have thriven exceptionally well; their holdings are by this time well stocked, and some of them have money in the bank, in one case as much as 500*l.*

Pig-keeping very general.

42. In the Vale itself, however, the number of small holdings occupied by labourers appears to be less than in the hilly districts. Though it is thus the exception to find a labourer who is able to keep a cow, it is so universal a custom for labourers to keep a pig that anyone who never possesses that useful animal is to some extent looked down upon by his fellow labourers, and loses caste in their sight as being too poor or too unthrifty to keep one. The pigs are, however, never fattened and killed for home use, but are invariably sold so as to get the money to pay off some liability, such as the rent or a tradesman's bill. Foreign bacon is bought instead, and this is considered by many a more economical system than to consume their own home-fed bacon; in fact, the pig is regarded simply as a sort of club or savings bank, and for many, it is the only method of saving. Its purchase money in the first instance, as well as the money paid from time to time for its food, would not in most cases be saved at all, except by being invested in the pig; and when rent day comes the investment is realised by the sale of the pig, who in most cases is the "gentleman who pays the rent."

Extent of poultry-keeping.

43. An exceptionally good market at Denbigh, especially in the summer season, when the seaside resorts of the North Wales Coast are supplied from this district, is an inducement for a large number of labourers living within reach of that town, to keep poultry; but Ruthin, which is only some seven miles higher up the Vale, does not appear to be the centre of any large business of the kind. Hence I think poultry-keeping is not so extensively followed on that side of the Union. From such information as I could obtain, I also think that bee-keeping has very largely gone out of fashion, both among labourers and farmers, within recent years. The necessity of feeding bees in severe winters is probably the chief cause for this change.

Allotments of common lands under inclosure awards.

44. Though all the common lands in the lordship of Ruthin were enclosed over 30 years ago, the only instance which came to my knowledge of any land allotted for the use of the labouring poor is to be found in the parish of Llanfair, Duffryn Clwyd. The whole plot (which is known as Tyn y rhedyn) is let at an annual rental of about 5*l.*, which, along with other charities, is distributed among the poor of the parish on St. Thomas's Day.

The parishes of Gyffylliog and Derwen have plots of land measuring three acres each, which were allotted as recreation grounds under Inclosure Awards, but as both are very inconveniently situated for the purposes they are intended to serve, they are scarcely, if at all, used for that purpose. If an exchange for more convenient plots could be effected they would be of some advantage to the parishioners.

VI.—BENEFIT SOCIETIES.

Decline of local societies.

45. There are several local friendly societies and a few branches of the Oddfellows in the district, though a large number of the labourers do not seem to avail themselves of their advantages. There are two local clubs at Llanarmon and two at Llandegla, all of which were described to me as tending to get weaker and weaker, a state to which the decline of the mining industry in the district has undoubtedly contributed. There is also a local club at Gyffylliog, established in 1832, and numbering about 140 members, who are mostly servants or labourers engaged in agriculture. The subscription is 1*s.* a month, and the sick benefit (to a full member) 9*s.* a week. Many farmers subscribe, as honorary members, to another local club at Llandyrnog, but this last one is not considered to be in a flourishing condition. One reason given for its non-success is that young men will not join because they are too unsettled. They prefer to hold themselves ready to start for "the works" at any moment they like, and they seem to regard a membership of the club as some encumbrance which would render their removal more difficult. On this account, apart from other considerations, general societies which have branches all over the country, are more likely to appeal successfully to young men of migratory tendencies, while local clubs can continue to be successful only in places where the population is fairly settled, and from which there is not an incessant stream of migration.

Necessity for developing the social side of friendly societies in rural districts.

46. It was also mentioned at Llandyrnog that the anniversary gatherings of the club scarcely ever turn out successfully, as the members do not seem to appreciate the social enjoyment of meeting together on such an occasion. If the social side of ordinary monthly (as well as annual) meetings of institutions of this kind could be developed, it would probably be of great advantage to village life.

The branch lodges of the Oddfellows (Manchester Unity) at Ruthin, Denbigh, and one or two other centres, are conducted on the ordinary lines.

VII.—TRADE UNIONS.

No trade unions.

47. There is no known instance of any trade unions or of other similar combinations amongst the agricultural labourers of the district.

VIII.—GENERAL RELATIONS BETWEEN EMPLOYER AND EMPLOYED.

Growth of hostile feelings between employer and employed.

48. In my introductory remarks I have already referred to the great social cleavage that separates the farming from the labouring class in the district. This may probably be a reason why the general relations between the farmers and the labourers appear to be less satisfactory in the Vale of Clwyd than in either of the two districts (viz. Llanfyllin and Dolgelley Unions) which I have previously visited in North Wales. At the same time the opinion was expressed that the present feeling is much better than it has been, though another important witness thought "the hostile bitter feeling is growing." The only objects which the labourers have in view are "to increase their wages and to shorten their hours of work." There is, at all events, a striking want of mutual confidence between the two classes. For instance, when a scheme of water supply for the village of Llandyrnog was opposed by some employers of labour in the district, on account of its alleged engineering difficulties, the labourers, to a man, ascribed the opposition to the selfishness of the farmers, who being themselves well supplied with water, would view the extension of the same boon to the villagers as simply an increase of their rates. Judging from the tone of many farmers, the feeling of distrust is fully reciprocated on their part. For instance, one employer holding an office of importance in the district publicly cautioned me against accepting the evidence of a large section of labourers, whom he described as the refuse ("gwehilion") of society, but whom I found to be fairly moderate and straightforward in their replies. However, a change has taken place in one respect. Employers do not now resort so frequently to brute force, or even address their men in violent and abusive language, both of which habits they were much addicted to in the past. Possibly a feeling of greater independence on the part of the men has necessitated a milder and more discreet treatment, or perhaps employers recognise the advantages of using "moral suasion." As one result of the greater independence, it is to be noticed that both young servants and married labourers change their places of service far more often that it was customary in former times. "From 20 to 40 years ago," says one farmer, "I was able to see a real relationship between "master and man, as servants generally stayed on at "the same place for many years, but now they are "quite roving and unstable."

Lack interest in mutual welfare.

49. It is scarcely possible to find a district where the labourers and farm servants take less interest in the welfare of their employers, or in the work assigned to them, than in the Vale of Clwyd, and this is particularly manifested in harvest time, when by a little quickening of the rate of working, or with a few hours' overtime, many a crop that has rotted in the fields might have been secured in excellent condition,—and in other districts would have been secured through the goodwill of the men in making a little temporary sacrifice. But this indifference, I feel convinced, is entirely the result of a similar indifference, on the part of employers

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as a class, to the well-being of the labourers and their families.

Diet a cause of much disagreement.

50. Perhaps the most prolific cause of friction, here as in many another district, is the diet provided, a subject to which I shall refer again. Here I shall simply mention a few instances which seem to justify complaint. It is exceedingly common, I was assured by an impartial witness, for the large farmers of the Vale to buy butterine for their labourers' use, and in one or two well-known cases, where it is customary for the labourers to buy from their employers the butter required for their home use, charges which were generally acknowledged to be well-founded, have been brought against some of the said employers that they mixed butterine with the home-made butter then being sold as pure butter. Usually the bread provided in many farmhouses is also very bad and indigestible, as the inferior and badly-harvested grain is kept for home use, while the best produce of the crop is sold. Moreover, sufficient care is not always taken in kneading and baking it, and this proves a fruitful cause of indigestion—as well as of much ill-feeling. I shall also refer again to the prevalence of fat bacon, without streaks, as an article of diet. The preparation of the labourers' food is too often left to a young untrained and inexperienced maid, who frequently cannot help rendering unpalatable the most wholesome diet.

IX.—The General Condition of the Agricultural Labourer.

Labourers' statements.

51. "The condition of the agricultural labourer is "disastrous and that of the farmer is worse," was the opinion of an intelligent English labourer who had settled in the district 16 years ago. "Wages are now "lower than they were when I first came to the district" (*see* par. 20). The married labourer who receives 9*s.* a week, and out of that money has to pay his rent and clothe and feed his family—and families are exceptionally large in the Vale of Clwyd—is obviously worse off than the unmarried indoor servant. In the opinion of the English labourer already quoted, his condition is also much worse than that of most labourers in England, who are not partly paid in kind by being boarded at the farmhouse, but take their total earnings home to their wives, who can therewith provide better food for all the family than the slender diet on which the wives and children of Welsh labourers subsist.*

Employers' views.

52. Most of the employers, however, consider the labourers' lot as "happy and comfortable, while their "wages are high in comparison with the farmers' "receipts." Mr. D. Roberts, of Bathafarn Farm, referred, however, to "another class of labourers, chiefly "composed of the younger men, who shirk hard work, "and go to live near the larger towns, where they loaf "about, preferring an occasional odd job to constant "work on a farm. These, as well as their families, soon "get to look poverty-stricken, and eventually become "utterly worthless for farm work."

Sleeping accommodation of indoor servants.

53. As to indoor servants, their sleeping accommodation is usually unsatisfactory. They sleep over cow-houses or stables, or in rooms connected with the farm-houses, but provided with doors leading outside. In cases of illness, a removal is absolutely necessary, as any improvement in such an insanitary environment is next to impossible. But the system is also injurious in another way. It leaves young lads the greatest liberty to come and go when they like, and hence in many cases they are led to frequent public-houses, or to commit acts of immorality under cover of darkness.

Character of labourers as to sobriety.

54. In the larger villages, and in the districts within easy reach of Denbigh and Ruthin, a good deal of money is spent on drink, though perhaps the amount of drunkenness is not abnormal. It is far too common a custom for the labourers to walk into Denbigh or Ruthin in large numbers on Saturday nights, with no other object in view than to meet each other or to have a walk, but the result is that the time is chiefly spent in the public-house. The custom originated with the practice of accompanying the wife, who had to make her purchases after the receipt of her husband's wages, and if wages were paid on Thursday or Friday instead of Saturday night, the necessary purchases could be made earlier in the week.

At Llandyrnog one of the suggestions of the labourers was that they should have a Saturday half holiday, but its only use, they admitted, would be to go into Denbigh so much earlier in the day for the purpose of enjoying themselves. In this respect the farmers themselves set a bad example in unnecessarily spending a large portion of their time at fairs and markets.

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Wives demoralised for want of occupation

55. In the villages of Llanfwrog and Llandyrnog there is a growing tendency among the labourers' wives to indulge in intoxicants; they often club together so as to buy drink, and will even sell potatoes or any other vendible article to satisfy their craving. During my stay in the district I incidentally attended the Petty Sessions at Ruthin, where several women (labourers' wives) were fined one after the other for drunkenness, and the Chairman of the Magistrates (the Warden of Ruthin) referred in strong terms to the growing frequency of such cases. Such a practice is sure to kill thrift on the part of husbands, as it affords no encouragement for the labourer to bring home the whole of his wages if they are to be disposed of in such a way. The only explanation I received was that the women became demoralised through having nothing to do. For instance, very few labourers' wives in the Vale bake their own bread, partly owing to the fact that but few cottages are provided with ovens, and partly because bakers, as well as all other tradesmen from the towns of Ruthin and Denbigh, collect orders and deliver goods almost daily within a radius of at least four miles of each town. These facilities of carriage tempt many to purchase more freely than is often required. At the same time, in the matter of food the home-staying members of a labourer's family live largely on tea, but where the wife has some skill in cooking, which is far too exceptional, she buys a sheep's head, which is cheap and can be made to go a long way.

In sparsely-populated districts on the hillsides the children have to walk long distances to school, often as much as three miles, and they take their dinners of bread and butter or bread and jam with them. If they get wet on their way in going, there are no means for drying their clothes, and their health suffers in consequence. In fact schools are often the worst centres for spreading diseases.

Diet provided in the district.

56. As for the diet of the labourers themselves, the following is the customary fare provided by most employers:—

1. Breakfast of bread and milk, or in some cases hotch-potch soup (*i.e.*, "potes"), with tea and bread and butter to follow.
2. Dinner: salt meat (chiefly bacon) but some beef, with potatoes; in harvest a pudding is occasionally added. Now and then during corn harvest, and occasionally on Sundays, fresh meat is given, some farmers being in the habit of killing a few sheep from time to time for home use.
3. Supper: the same as breakfast, but without the tea. In harvest a "bite" (W. *tamaid*) is given between dinner and supper; very few employers give any beer at all.

Labourers who live on their own finding are obliged, as a rule, to take their dinners with them to their work, owing to their living at a distance from their employment. Sometimes they take cold tea, which they stew or re-warm. But at some places they are given buttermilk to drink with their bread and cheese or bacon. But in the opinion of the medical officer of health to the rural sanitary authority (Mr. J. Medwyn Hughes), "the nitrogenous element in the ordinary diet of labourers in this part is sadly deficient. Slices of fat bacon, without any streaks, are often given to the men on farms. Considerably less use is made of oatmeal and of buttermilk than was formerly the case in the district, and less than what is still customary in Merioneth." On the hillsides, buttermilk is more extensively used than in the Vale, and as a general rule servants receive rougher treatment and are provided harder food in the Vale (*i.e.*, on the larger farms) than on the mountain slopes.

57. Whatever may be the opportunities for labourers to save money, there are very few instances of men actually doing so to any large extent. At Ruthin one witness mentioned that he had known a farm labourer who during his lifetime had made £1,200 on 5*s.* a week (and his food), but others present at the inquiry declared that he must have been one in a million. Instances of provident habits appear to be most numerous in districts where small holdings are obtainable, and I have given a few examples in dealing with that subject (*see* par. 41) Unless there is a prospect, however remote, for a labourer to obtain a holding, he does not seem to be provided with a motive for saving. The prospect may remain nothing more than a castle in the air, but it

* See two examples of labourers' weekly Budgets in Appendix E.

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seems to give an object for his existence, and it opens up an avenue for his self-advancement.

I do not think the Post Office Savings Banks are used to any large extent by servants or labourers, one reason probably being that there are no banks in connexion with the Post Office in any of the outlying villages, but only at the towns of Ruthin and Denbigh. Penny banks have lately been started in connexion with several schools.

There are also clothing and coal clubs at Llandyrnog, Aberchwiler, Nantglyn, and other places.

No general means of recreation.

58. Only two instances of workmen's institutes came under my notice, both of them in connexion with the Church of England. One of them, that at Llanfwrog, being situated in a part of the town of Ruthin, cannot benefit many agricultural labourers. The other, which is at Llandyrnog, appeals almost exclusively to that class, and was at first started as a "coffee-room" with the intention of counteracting the influence of the public-house. The refreshment part of the institution has, however, never proved a success. There is still a circulating library in connexion with it, and penny readings are occasionally held. The rector kindly placed it at my disposal for an evening meeting of farmers and labourers, and I found it most commodious and comfortable. With these exceptions there is a great lack of any popular means of innocent and recreative relaxation for labourers after their working hours, and under such circumstances it is no wonder that the public-house is regarded as their club-house in lieu of any other.

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59. Most of the observations as to the general conditions of the labourers are applicable only to those of the Vale of Clwyd proper, as I have reason to believe that in the Yale or Llanarmon district the men (both as labourers and farmers) are more industrious, better feelings prevail between the two classes, while economy and temperance are more extensively practised.

Labourers of the Yale district and of Vale of Clwyd contrasted.

60. In concluding, I take this opportunity of acknowledging my indebtedness to all those who assisted me in the course of my inquiries. Among those I desire to specially mention the officials of the Union, including the chairman of the Board of Guardians, the clerk, the medical officer of health, the senior relieving officer, and the inspector of nuisances. I am also indebted to the rectors of Llandyrnog and Llanfwrog and the vicar of Gyffylliog for much kindly help, while with reference to the Llanarmon district I received very material assistance from Mr. John Parry, of Bryn Iâl.

Acknowledgment of services.

I am, &c.
(Signed) D. LLEUFER THOMAS,
(Assistant Commissioner).

APPENDIX A.

RUTHIN UNION.—PAROCHIAL STATISTICS.

Name of Parish.	Acreage.	Rateable Value.	Population.			Decrease or Increase.		No. of Acres to a Person in 1891.	No. of Paupers, Lady Day, 1892.		Percentage of Outdoor Paupers (Lady Day, 1892) on Population.	Houses in 1891.
			In 1871.	In 1881.	In 1891.	1881-91.	1871-91.		In-door.	Out-door.		
Aberchwiler	3,355	3,599	410	409	391	− 4·40	− 4·6	8·5	2	18	4·60	
Clocaenog	7,182	3,043	447	421	356	−15·43	−20·3	20·1	—	12	3·37	
Derwen	3,553	2,982	601	535	486	− 7·28	−19·1	7·3	—	13	2·67	
Efenechtyd	1,232	1,239	202	194	197	+ 1·5	− 2·4	6·2	2	5	2·53	
Gyffylliog	8,180	2,798	551	478	427	−10·6	−22·5	19·1	3	13	3·04	
Llanarmon (Denbigh)	9,516	6,810	1,935	1,681	1,372	−18·3	−29·0	8·6	3	45	3·28	
„ (Flint)	2,357	1,266										
Llanbedr	3,102	3,257	444	410	362	−11·7	−18·4	8·8	—	3	0·82	
Llandegla	3,474	1,390	416	343	332	− 3·1	−20·1	10·4	4	23	6·92	
Llandyrnog	3,370	4,832	403	476	499	+ 4·8	+ 1·2	6·7	3	29	5·81	
Llanelidan	5,222	4,999	801	765	700	− 8·4	−12·5	7·4	2	33	4·71	
Llanfair	7,479	8,343	1,196	1,117	962	−16·1	−19·5	7·7	3	28	2·91	
Llanfwrog	3,209	5,660	1,525	1,343	1,260	− 6·1	−17·3	2·5	19	61	4·84	
Llangwyfan	1,159	1,302	206	189	183	− 3·1	−11·1	6·3	—	11	6·01	
Llangynhafal	2,360	2,426	477	404	405	+ 0·2	−15·0	5·8	6	18	4·44	
Llanrhaidar	17,238	14,126	1,700	1,680	1,644	− 2·1	− 3·2	10·4	3	41	2·49	
Llanrhydd	492	3,663	942	876	799	+ 8·7	−15·1	5·6	10	40	5·00	
Llanychan	583	1,469	114	86	104	+20·9	− 8·7	5·6	—	1	0·96	
Llanynys	282	7,250	674	700	641	− 8·4	− 4·8	0·4	3	14	2·18	
Llanferras	3,866	2,895	777	690	560	−18·8	−27·9	6·9	5	8	1·42	
Nantglyn	5,453	1,912	266	289	255	−11·7	− 4·1	21·3	—	14	6·22	
Ruthin	736	6,220	1,195	1,130	987	−12·6	−17·4	0·7	10	23	2·33	
	103,517	91,481	15,372	14,216	12,922	− 9·1	−15·9	8·0	78	453	3·50	

Total rateable value of union, in 1870, 88,180*l.*; in 1880, 100,205*l.*; in 1890, 92,306*l.*

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APPENDIX B.

STATEMENT of in-door and out-door paupers, and the comparative proportion of each to the population separately and together, and total expenditure on in-maintenance and out-relief, commencing with half year ended Michaelmas, 1873, to half year ended Lady Day, 1892, inclusive.

Period.	In-door.	Out-door.	Total of In-door and Out-door Paupers.	Per-centage.			Cost of Out-relief per Head of Population.	Total In-maintenance Expenditure.	Total Out-door Relief Expenditure.
				In-door.	Out-door.	Total.			
							s. d.	£	£
Lady Day, 1870	127	1,178	1,305	·82	7·64	8·47	3 11	448	3,073
Michaelmas, 1874	102	831	933	·66	5·39	6·05	2 7	401	1,995
Lady Day, 1875	112	818	930	·72	5·31	6·03	2 4	366	1,830
Michaelmas, 1875	99	755	854	·64	4·90	4·54	2 6	368	1,936
Lady Day, 1876	93	722	815	·60	4·68	5·29	2 0	381	1,583
Michaelmas, 1876	91	637	728	·59	4·13	4·72	1 11	362	1,527
Lady Day, 1877	103	597	700	·66	3·87	4·54	1 10	395	1,438
Michaelmas, 1877	103	536	639	·66	3·48	4·14	1 10	351	1,445
Lady Day, 1878	97	511	608	·63	3·19	3·83	1 10	389	1,415
Michaelmas, 1878	109	492	601	·70	3·13	3·83	1 9	378	1,352
Lady Day, 1879	92	562	654	·59	3·64	4·24	1 7	384	1,250
Michaelmas, 1879	100	536	636	·64	3·48	4·13	1 8	355	1,292
Lady Day, 1880	94	581	675	·61	3·76	4·37	1 7	350	1,287
Michaelmas, 1880	105	528	635	·68	3·43	4·11	1 10	414	1,423
Lady Day, 1881	113	496	609	·79	3·48	4·28	1 8	383	1,208
Michaelmas, 1881	107	475	582	·75	3·34	4·09	1 10	389	1,297
Lady Day, 1882	102	471	573	·71	3·31	4·03	1 8	355	1,204
Michaelmas, 1882	107	442	549	·76	3·10	3·86	1 9	342	1,272
Lady Day, 1883	100	425	525	·70	2·98	3·69	1 9	365	1,228
Michaelmas, 1883	96	400	496	·67	2·81	3·49	1 9	318	1,251
Lady Day, 1884	91	447	538	·64	3·14	3·78	1 9	362	1,239
Michaelmas, 1884	102	484	586	·72	3·40	4·12	1 11	345	1,341
Lady Day, 1885	102	476	578	·72	3·34	4·06	1 10	352	1,278
Michaelmas, 1885	104	453	557	·73	3·12	3·91	1 11	352	1,346
Lady Day, 1886	104	479	583	·73	3·36	4·10	1 9	339	1,254
Michaelmas, 1886	103	496	599	·72	3·49	4·21	1 11	339	1,355
Lady Day, 1887	107	501	608	·75	3·52	3·35	1 9	327	1,252
Michaelmas, 1887	108	487	595	·75	3·42	4·17	1 11	359	1,346
Lady Day, 1888	107	498	605	·74	3·50	4·24	1 10	396	1,328
Michaelmas, 1888	119	497	616	·83	3·50	4·33	1 11	354	1,342
Lady Day, 1889	109	502	611	·76	3·53	4·29	1 10	422	1,319
Michaelmas, 1889	123	475	598	·86	3·34	4·20	1 10	427	1,320
Lady Day, 1890	113	520	633	·80	3·65	4·45	1 11	419	1,345
Michaelmas, 1890	100	514	614	·70	3·61	4·31	1 11	430	1,383
Lady Day, 1891	90	458	548	·63	3·22	3·85	1 9	453	1,233
Michaelmas, 1891	82	473	555	·63	3·66	4·29	2 0	397	1,317
Lady Day, 1892	78	453	531	·60	3·50	4·10	1 10	439	1,184

APPENDIX C.

COTTAGE ACCOMMODATION.

Llandyrnog.

1. Two rooms only, both on ground floor (bedroom 14 feet by 12 feet). Garden 35 feet by 40 feet.

2. Two rooms, one on ground floor, the other upstairs, 15 feet by 13 feet each. Garden 30 feet by 25 feet.

3. Two rooms (bedroom 15 feet by 10 feet). Garden 30 feet by 25 feet.

4. Two rooms (bedroom 9 feet by 9 feet).

5. Two rooms downstairs and one bedroom (12 feet by 13 feet) upstairs.

6. Two rooms downstairs (13 feet by 13 feet each). Straw thatched cottage with no loft.

7. Another cottage has only one bedroom, 15 feet by 12 feet.

In Nos. 5 and 6 there are two families of nine persons each living together, and there is only one privy for the use of No. 5 and four other cottages.

The rents of most of these cottages are 1*s.* 2*d.* a week.

Llanarmon.

The outside measurement of two adjoining cottages 32 feet by 15 feet by 12 feet. Each has a kitchen and pantry on the ground floor and one bedroom upstairs. "These are the best specimens of labourers' cottages "which we have in this part of the country," said Mr. John Parry of Bryn Iâl.

Gyffylliog.

1. Two rooms, kitchen 12 feet by 11 feet, bedroom 12 feet by 10 feet, both on ground floor. Rent 2*l.* 10*s.*

2. Kitchen 12 feet by 11 feet, bedroom of same size over it, back kitchen 7 feet by 6 feet in absolute ruin. Rent 1*l.* 16*s.*

3. Kitchen 13 feet by 12 feet with a bedroom of the same size over it, a lean-to back kitchen 13 feet by 8 feet. Rent 3*l.*

4. Only one room (13 feet by 12 feet) occupied by a labourer and his wife at 1*l.* a year. There are two other cottages of the same size in a row, for which 1*l.* and 1*l.* 10*s.* are paid respectively. They are occupied by aged people.

5. Kitchen 12 feet by 6 feet, lean-to back kitchen 10 feet by 6 feet, bedroom (on ground floor) 12 feet by 10 feet. This cottage has attached to it a ¼-acre plot of land, including a garden and good out-buildings suitable for keeping a cow and pony. The loft over these is sublet as a store-room. Rent 7*l.*

No. 1 in this list is occupied by a wheelwright, who works in a temporary shed, but a good substantial dwelling-house with two rooms on ground floor and two rooms upstairs is being built for him.

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APPENDIX D.

THE AGRICULTURAL LABOURER.

SUMMARY of SANITARY WORK effected within the year ended 31st March, 1892, extracted from the Report of Mr. EBENEZER EVANS, Sanitary Inspector to the Ruthin Union.

Complaints Reported.		*Result of Official Notices.*		
		Repaired	57	
		Vacated	6	
			—	63
Houses in state of dilapidation	81			
Water pollution	19	Remedied		13
Want of privy accommodation	49	Provided		34
Defective drainage	52	Remedied		37
Overcrowding	2	Abated		2
General nuisances	48	Abated		29
				178
		Unabated, or only in part		73
	251			251

APPENDIX E.

LABOURERS' BUDGETS, or Examples of their Weekly Expenditure.

The following two instances of labourers' budgets were prepared by the rector of Llandyrnog in consultation with wives of labourers in that village:—

No. 1.—Family of eight consistsing of husband and wife and six children; wages 9*s.* a week with food.

	s.	*d.*
Rent, weekly	1	2
Bread	3	0
Butter	1	3
Coal and light	1	3
Tea, sugar, and coffee, &c.	1	0
Soap, salt, pepper, &c.	0	3
Clothes (average estimate for)	1	0
	8	11

No. 2.—Family of eight, consisting of husband and wife and six children, wages 15*s.* weekly on own labourer's finding.

	s.	*d.*
Rent	1	2
Bread	5	0
Butter	2	6
Bacon	2	0
Tea, coffee, and sugar	1	6
Coal and light	1	3
Clothes and shoes	1	0
Soap, salt, pepper, &c.	0	3
Tobacco	0	4
	15	0

APPENDIX F.

RETURN of CONTRACT PRICES of PROVISIONS at Ruthin Union Workhouse, Michaelmas 1882 and 1892.

Name of Articles.	Michaelmas 1882.	Michaelmas 1892.	Name of Articles.	Michaelmas 1882.	Michaelmas 1892.
	s. *d.*	*s.* *d.*		*s.* *d.*	*s.* *d.*
Bread - per cwt.	11 0	9 11	Raisins - per lb.	—	0 3½
Flour - „ sack	33 6	27 0	Potatoes - „ score	1 0	0 9
Meat - „ lb.	0 7	0 5¾	Coal - „ ton	10 10	15 0
Salt - „ cwt.	2 0	2 6	*Soap - „ cwt.	22 0	30 0
Cheese - „ lb.	0 6	0 6	Mustard - „ lb.	0 11¾	0 11
Butter - „ lb.	1 2	11*d.* to 1*s.* 1*d.*	Soda - „ cwt.	5 0	5 0
Coffee - „ lb.	1 2	1 3½	Blacking - „ gross	4 0	2 6
Oatmeal - „ sack	28 6	27 11	Tobacco - „ lb.	3 9	3 5
Split peas - „ lb.	—	0 1	Blue - „ lb.	0 10	0 7
Treacle - „ cwt.	12 0	8 6	Starch - „ lb.	0 4	0 3½
Rice - „ cwt.	12 0	13 6	Linseed meal - „ lb.	0 4½	0 4
Tea - „ lb.	2 0	1 5	Vinegar - „ gallon	1 0	1 0
Sugar - „ cwt.	27 0	17 6	Pepper - „ lb.	0 7	1 0
New milk - „ gallon	0 10	0 9	Matches - „ gross	3 0	2 0
Butter milk - „ gallon	0 2	0 2	Coke - „ ton	—	16 8
Currants - „ lb.	—	0 2¾			

* The quotation is for common soap in 1882, for Jaye's soap in 1892.

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APPENDIX G.

A LABOURER on the INSUFFICIENT CULTIVATION of LAND.

After my report had been sent to press, I received the following communication from a professional gentleman resident in the Vale of Clwyd:—

"In conversation with an intelligent working man "from Llannefydd district upon the question of the "Labour Commission, and what he thought of it, he "said, 'Oh, we shall do no good until the law prohi- "'bits a man holding two or three farms without the "'capital to work one. I remember,' said he, 'a farm "'on which I worked with another fellow labourer, "'besides master, his wife, daughter, and servant. "'It raised good crops and paid well, and kept us all. "'Now this same farm is held by a farmer in conjunc- "'tion with two other farms of similar size, without "'the means of farming one, the consequence is that "'in the three not as much is grown as was had from "'the one, simply from want of cultivation, and not "'more hands are kept to work the three than was on "'the one. The fact is a small farm is taken, and "'when pinched for money, immediately, if it is to "'be had, a second farm is taken in order to create "'an impression that he is a man of means, and thus "'for a time gets trust, &c.'

"I give you this," my correspondent continues, "for what it is worth, but it has a good deal to do "with the present state of matters. Farms are not "cultivated to make them pay. A labourer, for in- "stance, takes a farm, something better than three acres "and a cow, and instead of working at it, he immedi- "ately sets up a trap and horse, and is in every market "and fair for miles around, letting the farm take its "chance, and thinks to make it pay by merely scraping "the surface, and casting his seed down."

APPENDIX H.

AGRICULTURAL STATISTICS for 1891.

The following STATISTICS for the Ruthin Union are drawn from a Return furnished to the Royal Commission on Labour by the Board of Agriculture.

Crops in 1891.	Acres.	Approximate Percentage of Cultivated Area.
Wheat	1,784	3·25
Barley or bere	6,102½	11·13
Oats	5,109¾	9·32
Potatoes	689	1·25
Turnips or swedes	2,621½	4·79
Clover or rotation grasses	10,571	19·30
Small fruit	13¼	0·02
Other crops not separately specified.	437¼	0·80
Total arable	27,328¼	49·86
Permanent pasture	27,472	50·14
Total area cultivated	54,800¼	100

Live Stock.	
Cows and heifers in milk or in calf.	5,357
Other cattle two years old or more.	2,131
Other cattle under two years	7,281
Total cattle	14,769
Sheep one year old and more	45,548
Lambs under one year	25,862
Total sheep	71,410
There is no return of horses or pigs for the union.	

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ROYAL COMMISSION ON LABOUR.

THE AGRICULTURAL LABOURER.

WALES.

REPORT

BY

MR. D. LLEUFER THOMAS
(ASSISTANT COMMISSIONER),

UPON THE

POOR LAW UNION OF ANGLESEY
(ANGLESEY).

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THE AGRICULTURAL LABOURER.

To GEOFFREY DRAGE, ESQ., Secretary,
Royal Commission on Labour.

2, Brick Court, Temple, E.C.,
December 31, 1892.

SIR,

THE AGRICULTURAL LABOURER.

1. I have the honour of submitting to you the facts which I have collected with reference to the condition of the agricultural labourer within the limits of the Poor Law Union of Anglesey, being the sixth district in which I have held inquiries since my appointment.

Area of inquiry.

INTRODUCTORY.

A labourer's invitation to the district.

2. Previous to my visit to this Union, but after an announcement had appeared in the press stating that an inquiry would be held by me in Anglesey, I received an anonymous letter, in Welsh, purporting to have been written by a farm labourer in that county.

Judging from the character of the handwriting, as well as of its contents generally, I have no reason to doubt its genuineness. A translation is given in Appendix C., as I consider it some evidence of the interest felt by labourers in a public consideration of their condition, though in this particular instance the writer apparently misunderstood the nature of my "mission," regarding it as a labour propaganda and not as an impartial Government inquiry.

Method of proceeding; acknowledgment of services.

3. As preliminary to the commencement of my inquiry, I attended an informal meeting convened at my request by Mr. Samuel Hughes, Chairman of the Anglesey County Council, and held at Llangefni on the 13th of October. Several of the largest farmers as well as a few representatives of the labouring class were present, and after I had explained to them the nature and scope of the inquiry, I ascertained what they considered would be the best method to obtain the necessary information. The result was that I arranged for a double series of meetings at five of the chief centres in the districts, one meeting in each case to be held in the afternoon for employers of labour and another in the evening for labourers only. These meetings were fortunately arranged so as to take place in the last week of the term of service, on dates coinciding with several of the so-called hiring markets. After due advertisement of my fixtures by means of Welsh posters, I revisited the district in the third week in November, and commenced my inquiries at Llanerchymedd. The Chairman of the Board of Guardians, Mr. T. Prichard, of Llwydiarth Esgob, whose special knowledge and kind assistance contributed largely to the success of my inquiry in that neighbourhood, accompanied me to some eight or ten farmhouses, where I had brief interviews with the farmers and was able to inspect the sleeping accommodation of their servants. At least three of these farms had been selected for my inspection by the labourers, with the result that I probably saw some of the worst, as well as some of the best specimens in the district. I also went into a large number of cottages, more with the view of speaking to the occupants than to inspect the accommodation, as all the cottages are built on the same plan, with the exception of a small few of a somewhat modern construction. On the 16th of November I held public meetings, as arranged, at Llanerchymedd, where a small hiring market was held on the same day. The result was most satisfactory, as both farmers and labourers attended in large numbers. On the following day I held two other meetings at Llangefni, which is the chief market town and the acknowledged centre for all agricultural business in the county. Besides the usual market a good deal of hiring was done in the town on the day of my meeting. On the 18th of November I inspected a number of cottages in the villages of Llanfechell and Cemmaes, and at 4 p.m. and 7.30 p.m. I held well attended meetings at the former place. Here as well as at Llangefni, Mr. C. F. Priestly, of Hirdrefaig and Mynachty, President of the Anglesey and Carnarvon Agricultural Society for the current year, gave me most valuable assistance. A private meeting of farmers was, I believe, held earlier in the day, and Captain Owen Thomas, of Brynddu (sheriff designate for the county for 1893) had also convened a preliminary meeting of labourers on the 5th of November, on the occasion of the Llanfechell hiring fair. He then explained the nature of the inquiry, and urged the labourers to hold preliminary meetings locally, with the view of preparing evidence, and appointing delegates to attend the inquiry. Every parish and hamlet in the north-west district of the Union were in this way represented at the labourers' meeting, while in addition to the delegates, there were present probably over 100 other labourers and servants to whom I occasionally appealed for information on the more general questions, or on points not within the knowledge of the delegates.

B.-VI. ANGLESEY.

On the 19th of November I drove from Llanfechell to Amlwch, where the term-end "holiday" market of the season was being held on that day. At my sittings here I did not elicit much fresh information, nor was the same interest evinced in the inquiry as at the previous places I had visited. On the 21st, Mr. Samuel Hughes, chairman of the county council, kindly drove me round portions of the parishes of Amlwch, Llanbadrig, Rhosbeiro, and Bodewryd, when I had a further opportunity of observing the general condition of agricultural life in the district. On the 22nd of November I drove through the parishes of Llaneilian, Llanwenllwyfo, Penrhos-lligwy, Llanallgo, and Llaneugrad, and held two meetings at 4 p.m. and 7 p.m. respectively in a disused British school at Marian Glas in Llaneugrad parish. Owing to the efforts of Mr. R. L. Edwards, of Bodafon Farm (county councillor for Penrhos-lligwy), these were well attended by both classes, and the evidence which I there received covered all the parishes on the east coast of the district. This concluded my survey of the Union.

On the 23rd of November I returned to Llanerchymedd, and attended a meeting of the Poor Law Guardians, whom, by the courtesy of the chairman (Mr. T. Prichard), I was permitted to address, and in the course of a discussion which followed, I received some further information as to sanitary administration and the treatment of pauperism in the district. The clerk to the Union also furnished me with a number of parochial and other statistics, which I deemed necessary for my purpose. On the two following days I had interviews with, and took evidence of Professor Gilchrist, Agricultural Lecturer at the University College of North Wales, Bangor, of Mr. Brocklebank, a native of Cumberland, who has been settled as a farmer in Anglesey for the last 27 years, and of Mr. Robertson, a Scotch bailiff, in the employ of Colonel McCorquodale, of Gadlys Hall, Menai Bridge. I have subsequently received some information by correspondence,—more particularly from Lord Stanley of Alderley, who has considerable property in Anglesey. I also received much useful help from press representatives who attended my meetings, and in this connexion I should especially mention Mr. R. H. Williams, of Holyhead, whose thorough knowledge of the district was several times laid under contribution by me. To all the gentlemen whom I have mentioned, besides many others whom I cannot individually specify here, I am greatly indebted for their uniform courtesy and valuable assistance.

Description of the Union.

4. The Union of Anglesey consists of 26 civil parishes, which have a total area of 58,512 acres, its rateable value being 55,961*l.* Its population in 1891 was 14,660. It occupies the north-east portion of the island (and county) of Anglesey, and its sea coast, running along a great number of narrow inlets and sharp promontories, extends from Red Wharf Bay on the east, beyond Carmel Point on the north-west. There is almost a total absence of tree life in the district, and this combined with the comparative flatness of the surface renders its appearance bare and monotonous. But the surface of quite one-half of the island on the Carnarvonshire side is really undulating, the waves running parallel to the Menai Straits, or as it has been expressed, it appears as "a gigantic ripple mark." In the hollows are unconquerable marshes incapable of being drained; on the slopes are found rich pasture

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and arable land of excellent quality; but everywhere the surface is broken up by isolated rocks that crop up in the midst of a deep and fertile soil. As we proceed to the north and north-east of the district, the amount of rough pasture ground increases, and the surface becomes more rugged and broken, and by changing the simile it may be better described as an open plain, thickly covered with huge mole-hills. In a similar way, the shore of the Menai Straits and some of the valleys that run across the country on the side nearest the mainland are well covered with timber; but the only district within the area of my inquiry which appears fairly well wooded is the neigbourhood of Dulas Bay on the north-east coast, while everywhere else there is nothing but terrible bareness.

Geology and industries of district.

5. The greater portion of the Union belongs geologically to the Silurian formation, but in the Llanfechell and Amlwch district there are igneous rocks with some magnesian limestone, while on the east side, around Marian Glas, there is mountain limestone. Quite one-half of the area is arable land, the remainder being pasture, interspersed with marshy bogs and broken rocky ground. Agriculture is the chief industry, more so at present than in former years, as many of the local industries have fallen into decay. Most of the farmers have practically abandoned liming, and but little lime is therefore burnt at present. Many of the old corn mills are also idle. Llanerchymedd was for a long time well known for shoemaking, and in a less degree for the manufacture of snuff. The town of Amlwch was practically called into existence by the discovery of copper ore more than a hundred years ago in the Parys mountain, which is 2 or 3 miles out of the town. A harbour was constructed for importing coal used in smelting and for exporting the copper; but the mine is less profitable than it has been, and the smelting is now done elsewhere, so that as a result the prosperity of Amlwch has waned. But the manufacture of chemical manures, and of an exceptionally strong tobacco which, in some form or other, almost every Anglesey man consumes, are still carried on in the town. Though the district comprised in the Union has an extensive seaboard, the only places where any shipping can be done are Amlwch and Cemmaes (in Llanbadrig), but the coast line is becoming continually more popular as a seaside resort. Fishing was at one time an exceedingly lucrative business here. It is said that formerly herrings were so plentiful that many of the maritime farmers found it profitable to purchase large quantities of those netted, and then set their employés to salt and pack them in hogsheads, which were then shipped off for other parts of the country. But even the herrings have left the Channel, so that agriculture remains as at first the only important industry in the district.

Railway communication.

6. The central Anglesey line, which branches off the London and North-Western main line at Gaerwen Junction, traverses the whole district passing through Llangefni, Llanerchymedd, and terminating at Amlwch. I do not know of any district which, while still remaining purely agricultural, has been so greatly influenced by the introduction of railways as this portion of Anglesey. It has enabled the poorer classes to make large sums of money out of commodities which, in other districts, are generally neglected, and it has also enabled them to spend such money freely upon excursions and other forms of pleasure previously unknown to them.

Nature of agriculture.

7. The nature of the agriculture pursued in Anglesey has, I believe, undergone several complete changes. Just as the island was in the earliest historic times an almost impenetrable forest, but is now conspicuously bare of trees, so it is also said to have been noted in mediæval times for its wheat, of which there is scarcely any grown at present. It is an old belief of the inhabitants that a sufficient quantity of corn can (or could) be raised on the island for the maintenance of the whole population of Wales. Within living memory the corn crops grown have been mostly oats and barley, chiefly the former, but when corn-growing commenced to prove unremunerative Anglesey farmers appear to have adapted themselves to the changed circumstances much more readily than agriculturists in any other part of Wales. Ever since then they have turned their attention to the rearing, and still more particularly to the feeding of cattle, as well as of all other live stock, including pigs and poultry. Certain brokers bring every spring a large number of calves from Carnarvonshire to the Llangefni market, where they are readily bought up by Anglesey farmers to be reared in addition to the home stock. Collaterally with this a good deal of dairying is also done, and it is from this district the slate quarries of Carnarvonshire chiefly draw their supplies. The arable land is therefore used to grow roots, oats, and to a less extent potatoes.

Ownership of land.

8. Those who own the land of the district form a distinct class of their own, neither merging into the farming class, nor, with one or two exceptions, having that close intercourse with their tenantry which the ordinary "squire" is supposed to enjoy. This is partly due to partial non-residence and partly to ignorance of the Welsh language, which is almost indispensible for any confidential communication with the inhabitants of the district. The estates are rather scattered, though consolidation has been an aim with more than one landlord. In the north-west Lord Stanley of Alderley, the bulk of whose Anglesey property is in the Holyhead Union, is practically sole owner of the small parishes of Bodewryd and Rhosbeiro, and also owns portions of Amlwch, Llanbadrig, and Llanfflewyn, Major Hunter being the chief owner in Llanbadrig and Llanfechell. In the north-east, Lady Neave owns property in Llaneilian and Llanwenllwyfo and part of Amlwch, and Lord Boston is the chief owner of Penrhos parish. The ownership of the rest of the Union is much more divided. For instance, Sir R. W. Bulkeley, Bart., of Baron's Hill, near Beaumaris, owns the chief part of Llanfair Ynghornwy, as well as portions of Llanddyfnan, Llandyfrydog, and Llangwyllog, but all this portion of the estate is now advertised for sale. Sir George Meyrick, Bart., of Bodorgan, has land in Llanrhwydrys, Coedana, Llechcynfarwydd, and Llanbedrgoch.

As to freeholders, I met very few in the course of my inquiries, and there can scarcely be many of that class in this part of the island. They are mostly to be found in the parishes of Llanfair-mathafarn, Llanbabo, and Llanfechell, the holdings in the last case around Mynydd Mechell being in their origin probably encroachments on the waste.

Size of holdings.

9. As to the extent of holdings, a farm of 200 acres is considered large sized. The greater number would be about 100 acres, more or less. There are also a few smaller, but these are not very numerous except in the freeholding parishes I have mentioned. As in the Vale of Clwyd (in the Ruthin Union) this comparative absence of small holdings tends, I think, to make the separation of the labourer from the farmer more complete than in districts where large and small holdings are well mixed.

As I shall point out later on, there are but few instances of labourers who become themselves employers of labour. Some districts, and particularly some estates, are better off in this respect than others. Thus on the Bodorgan estate, a large, if not the greater portion of which is however outside the Anglesey Union, there are, according to Mr. T. Prichard, of Llwydiarth Esgob, out of a total of 255 tenants, about 40 who have holdings of 15 acres and upwards, and who have themselves been labourers; in fact, special encouragement is given for such men to become farmers.

Social cleavage, separating landlords, farmers, and labourers.

10. The result of my observation is that in the Anglesey Union the landowning, the occupying, and the labouring classes are very distinct, being separated from each other by very clear lines of demarcation. A large number of the farmers are spoken of as well-to-do ("cefnog" is the expressive Welsh word used), and in all probability a greater number of small fortunes have been made from the land in Anglesey than in any other part of Wales. For though there is a kind of *esprit de corps* which binds together the community of farmers and keeps them distinct from the labourers, still they supervise in person all the chief operations of the farm, and possess that practical experience of all kinds of farm work which comes only from having worked themselves and from still continuing to do so occasionally. Their wives also have always taken an active part in their own department of work, though latterly I fear that the younger generation have a tendency to despise manual labour. One curious result of this is that the wives and daughters of farmers now-a-days never exhibit their butter for sale in the open market at Llangefni. They deliver it on market day to middlemen who come from the quarry districts of Carnarvonshire, but do not settle the price on that occasion. They are paid a deposit, and on the following market day the middlemen inform them what they can pay for the previous week's purchase and then pay the balance. The butter sellers are therefore entirely in the hands of

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the middlemen, who are not subject even to the corrective influence of competition in their dealing. This is also applicable, though in a less degree, to the sale of other commodities, such as eggs and poultry.

I.—The Supply of Labour.

Labourers fairly plentiful.

11. The supply of labourers appears to be ample for the demand throughout the district, except in hay time, and possibly in spring. The supply of men for the occasional labour, which those seasons necessitate (as apart from permanent employment), is better in the Amlwch district, owing to the fact that there are many hobblers about the docks and in the town who depend on irregular jobs, and these on emergencies help the farmers of the neighbourhood for a day or two, but not for a longer period. To make a general statement it is naturally safe to say that the supply increases in proportion to the distance from Carnarvonshire and its quarries. With reference to the Amlwch and Llanfechell districts, it is perhaps more appropriate to speak of the want of sufficient employment rather than of employés. The more elderly labourers occasionally experience some difficulty in getting such jobs as they can do, especially as farmers are doing their utmost to reduce their labour bills. At Llanerchymedd I was told that in places where six labourers were employed, say, 15 years ago, only four are now taken in, and that this ratio of decrease was applicable to the greater part of the Union. As to the decrease between 1871 and 1881, see Appendix H.

No immigration but constant emigration.

12. The permanent staff of labourers is not reinforced at any particular season by immigrants, but scores of labourers go from every part of the Union every year to Carnarvonshire for the hay harvest there, though it is believed that those who do so now, are not so numerous as formerly. But there is a constant stream of emigrants flowing from the Union to other parts. The slate quarries are the primary attraction, but once a labour has left his home, the second removal is for him much easier than the first, so that Carnarvonshire is often only a stage in the journey elsewhere. A great number have gone to Yorkshire, while to Liverpool, which is bound to Anglesey by many ties, most of the younger men who enter commercial life go for their apprenticeships.

Comparative efficiency of labourers.

13. There is not much doubt that the standard of efficiency among the labourers as a class has been lowered. Labourers have congregated together into villages, and children brought up in the new environment have not the same taste for agricultural work as those in cottages on farms. Again the inducements and the facilities for the best men to go to the towns and industrial centres have largely increased. Charitable apprenticeships were said to have this effect by teaching trades, instead of farming, to those apprenticed. One witness spoke of the greater difficulty in obtaining skilled men to act as bailiffs, &c. "The "wrongly educated (he said) become clerks, bards, and "newspaper scribblers."

In some respects, however, the skill of former days is maintained if not improved upon. Thus ploughing has become quite a mania, and perhaps too much time is devoted by the ploughmen to the appearance of the furrows so that they may become prize-winners at ploughing matches. The plough which is therefore used is a highcutting one. Again thatching is everywhere very well done in the district. "The hay and "corn stacks are much better and more neatly thatched "in Anglesey than in England," says Lord Stanley of Alderley; "that is partly due to the high winds in "Anglesey. In Cheshire besides, thatching hay stacks "is going out, owing to the general use of shed roofs, "raised or lowered between four poles." But even the skill in thatching is not quite what it used to be, as less of it is required, because the (steam) threshing machine comes round the different farms earlier in the year. But general spade work, such as draining, banking, and the like, is not so well done, while as to all kinds of work which requires care there is a greater want of will than of skill. There is a tendency to idleness and a taste for a large number of holidays continually growing among the labourers. At the same time indifference to, or wilful neglect of, an employer's interest is often only the result of inconsiderate treatment For instance, Mr. Brocklebank says "The efficiency of my men (all of whom are Welshmen) "is not quite equal to those of Cumberland, my native "county, but on the whole I prefer Anglesey men— "they are more civil. They do better if well treated, "but if they are ordered about roughly or bullied they "become stubborn and of comparatively little use. I "am credited with being able to get more work out of "my labourers than any other farmer in the island, "but if so, it is owing to my good treatment of them."

Women's work: scarcity dairymaids

14. Apart from domestic occupations, the share of women in farm work is entirely limited to milking of cows, and feeding of pigs, and in this they often get the assistance of either the stockman or a young lad kept about the farm-yard for the purpose. A few women occasionally go out to tie and stack corn in the harvest, but this is becoming rare, while hardly any work out with the hay.

Good dairymaids are scarce, and it is feared that many of the younger generation of farmers' wives have not the old practical experience necessary to train their ordinary maids for dairy work.

Employment of children.

15. Children are often employed for thinning root crops, but they are not continuously employed for other work until they are old enough to be hired as farm servants after leaving school. Sometimes the summer holidays are advisedly given at the time when this work has to be done, and then a labourer after agreeing for the hoeing of a plot or portion of a field takes all his children and possibly others to assist him. This appears as if it were the last remnant of the ganger system in the district.

II.—Conditions of Engagement.

Ordinary conditions of engagement.

16. The engagement of labourers who live in cottages on the farms of their employers is a yearly one commencing on the 13th November, but there are not many labourers in the Union who hold their cottages under such tenure. All other classes of labourers and servants are subject to a half-yearly engagement, each term of service being nominally considered to commence on the 13th of May and 13th of November respectively. But it has now become the universal custom for those who change their places not to enter on their new service till from about 10 to 12 days after the commencement of their term, with the result that they have to stay on at that place for about a week after the end of the term. Thus for those who change, the term has in practice been shifted on from the 13th to the 23rd or 25th of May and November severally. Those who continue at the same place have a holiday or two between these terms. The advantage in respect of these interim holidays falls to the lot of those who change most often and becomes in the sight of the younger men a premium, not for the longest, but the shortest service.

Unmarried men, who can live at the farmhouse, are generally hired as carters and stockmen, while married men are hired for general cultivation

It is no wonder therefore that it is almost the exception for a youth to remain two successive terms at the same place, while even married labourers also change very often even though such change may necessitate a removal to another cottage. The agreement is always verbal, and 6*d*., or 1*s*., or in the case of a dairymaid 2*s*., is given as earnest money.

Public and private hirings.

17. There are two kinds of public occasions on which the hiring is done, though one of them has become almost obsolete. 1. Certain days, known in Welsh as "mabsantau," which in their origin were probably the festivals of certain saints associated with the parish or village. These were distinguished from fairs, and with the exception of the hiring were solely devoted to pleasure. There are at least two instances still remaining in Anglesey (though outside the Anglesey Union), namely, at Bodedern, where the "mabsantau" are held on the 5th of May and 1st of November, and at Trefdraeth, where they fall on the 1st of May and 1st of November respectively. At these two places hiring is still done on the occasions mentioned.

2. There are also the statute fairs of which the most important are held at Amlwch and Llangefni on the monthly market or fair days in May and November; at Llanerchymedd on the 6th May (St. Mark's fair), and 2nd October (St. Mathew's fair), and at Llanfechell on the 15th of May and 5th of November. Most of the hiring is still done at these fairs (more particularly that of unmarried labourers), but some is also done privately prior to the fairs, though an attempt was made on the part of the labourers some three years ago to prevent such forestalling of the market, so that the men themselves at the fair might fix the rate of wages for the coming term, a movement of which I

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shall give an account later on. Such is the scarcity of maids that though their engagements, like that of other indoor servants, is half-yearly, still they are engaged privately from two to three months before the commencement of each term.

Hours of work.

18. Servants who are in charge of animals commence their work in winter at 5.30 a.m., which means that they have to give a feed to the animals in their charge before breakfast, which is everywhere fixed at 6 a.m. Their day's work is generally finished by 7.30, about which time supper is given. Some carters, out of their affection for their horses, get up earlier in the morning to attend to them, as well as pay them a visit after supper, but it is a work of supererogation on their part.

In summer, the hours of stockmen, &c. are the same as those of ordinary labourers; both classes have to be in the kitchen ready for breakfast at 6 a.m., and they leave off working at 6 p.m., except in harvest time when they work till 7 p.m.

Meal hours.

19. As to the meal hours, no stated time is allowed except the time required for eating:

Breakfast at 6 a.m., occupies from twenty minutes to half-an-hour.

Dinner about 12 noon, from thirty to forty minutes.

A meal known as *cwynos fwyd* (*cf.* Lat. *coena*), which now generally consist of tea, but formerly of buttermilk, is at 6 p.m., except in harvest time, when it is then given at 4, and work is carried on till 7 p.m. This occupies about twenty minutes or less.

Supper, given as a rule only to indoor servants, and not to outdoor labourers, about 7.30 or 8.

Agitation for shorter hours.

20. Ten years ago, a correspondent who is quoted in Mr. Doyle's Report to the Royal Commission on Agriculture, referred to the commencement of the new departure, with a view of shortening the hours of labour. "From five to seven, is the old custom all the "year round, but some adopt the more reasonable "custom of from 6 to 6."

Some four or five years ago an agitation for a reduction of the hours of labour that then prevailed was started in Anglesey. Many men from the island work in the slate quarries of Carnarvonshire; they come home early on Saturdays, and their presence in the villages, as well as the knowledge of their shorter hours in the slate industry, undoubtedly affected the minds of the farm labourers, whose hours of work were at that time practically the same as those of stockmen, &c., given above, viz., from 5.30 to 7.30. What progress the agitation had made prior to 1890 I have not been able to ascertain, but previous to the commencement of the hiring season in May of that year a demand for a working day of 12 hours was formulated.

The agitation, which was initiated entirely by the labourers themselves, though at a later stage assisted to some extent by one or two farmers, and one independent gentleman, appears to have spread with remarkable rapidity, a weekly ½*d.* paper called "Y Werin," published at Carnarvon, practically made itself the organ of the movement, and most employers, bowing before the storm, agreed to a day from 6 to 6, inclusive of the time required for breakfast and dinner. Having gained this much, nothing more was apparently done until about a twelvemonth later, when it was attempted to form a union, and the demands of the previous year were revised. After district meetings had been held in more than half-a-dozen centres, it was decided at an open air meeting, held at Llangefni 2nd May, 1891, that the following should be the programme of the labourers:

1. That the time required for three meals (and not two) should be included within the day of 12 hours.

2. That the meals in question should be given at 7 a.m., 12 noon, and 4 p.m. respectively.

3. That a supper should also be provided after 6 p.m. to any labourers who would wish to go to the house for it. A proposal to ask for a short day to end at 4 p.m. on Saturday was defeated by a large majority, as only one district, that of Pentraeth, which is outside the Anglesey Union, had passed a resolution in its favour. I should mention that a similar suggestion was made to me at the meeting which I held at Marian Glas, which is not far from Pentraeth, but at no other place did the labourers appear to wish for it.

A proposal was also made at the open air meeting referred to above for the formation of a labourers' Union, to enforce the demands which were made, but the attempt subsequently proved abortive, and so far as I know none of the demands made in 1891 were conceded, so that the hours of work continue to be from 6 to 6 inclusive of two meals.

Thus at present the hours of labour, excluding meal times, amount to about 11 hours in summer, and perhaps 10 in winter for ordinary labourers, excepting harvest, when it would be nearer 12 hours a day.

Sunday work heavy on stockmen and maids.

21. As to Sunday work, the horse-keepers are engaged for about four hours in feeding and grooming the horses, but the cowmen have much the same amount of work to do on that as on any other day. There is no regular provision among the farmers for giving the cowmen any assistance on Saturday, so as to prepare the food for the following day, and the result is that unless the cowmen work a good deal harder, or later in the day on Saturday, he has to cut hay and pulp the roots on Sunday as on any weekday. Even when food is prepared on the previous day, the cowmen can at best attend only an evening service on Sunday; but apparently the greater number of them prefer to rest instead of availing themselves of the opportunity. That the cowman is very closely tied to his work on Sundays was clearly demonstrated at Llanerchymedd, where a farmer at first controverted the assertion of the labourers to that effect, but on subsequent inquiry he stated that he had to admit its truth, as it appeared to be very general.

There is very little diminution also in the amount of work required of the domestic or dairy maids on Sunday, though their hours of labour are not quite so long on that day. Ordinarily they work from 5.30 a.m. or earlier, till about 9 p.m.

Holidays.

22. In no district that I have yet visited are the labourers and servants allowed to take so many holidays in the course of the year. Whole days are given without any deduction from the wages on Easter Monday, Whit Monday, and on two hiring fairs, and, to those labourers who require it, a day for raising their potatoes. Half a day is given on New Year's Day, Ascension Thursday, and Boxing Day, as well as for the purpose of attending the Sassiwn (or open air preaching festival of the Methodists), the Harvest Thanksgiving, and in some cases the Agricultural Show. The cowmen are not able to avail themselves of those holidays which occur in the winter. For the young people of both sexes an excursion by the London and North-Western Railway to Manchester has become an annual fixture. I have already referred to days taken at the commencement of the term of service, so that in all between seven and ten days are taken as holidays every year. Besides this, if a labourer looses two or three days through ill-health, it is not usual, I believe, to make any deduction on that account.

III.—Wages and Earnings.

Retrospective—1867 and 1882.

23. According to the Third Report (p. 30) issued by the Commission on the Employment of Children, &c. in Agriculture (1867), the ordinary wages of a labourer in Anglesey who provided his own food was stated to be 11*s.* or 12*s.* a week, or if he lived in his own cottage, but boarded with his employer, he received about 7*s.* a week.

Between 1867 and 1882 a considerable advance had been made followed by a slight reduction, for in Mr. Doyle's Report to the Royal Commission on Agriculture, one writer states that the average for carters and labourers living in cottages on the farm was from 9*s.* to 10*s.* per week with board and cottage free, while another puts it at from 10*s.* to 12*s.* a week with board, but without free cottage. In another place it is however stated that the condition of labourers was not so good as some years previously.

This pratcically corroborates the evidence which I received at the different meetings. It was stated that 13 or 14 years ago (that is prior to the depression of 1880) wages were higher than they are at present by about 2*l.* a year in the case of indoor servants, and about 1*s.* 6*d.* a week in the case of labourers. Subsequently wages went down, reaching their lowest point about five years ago, when those of an ordinary labourer were quite 1*s.* per week less than they are now.

Current wages in 1892.

24. The average wages at the present time appear to be from 9*s.* to 10*s.* a week and board. There are scarcely half-a-dozen employers in the whole Union who do not provide board for their labourers, whose wages

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on their own finding average about 15*s.* per week. Owing to the more ample supply of labourers, wages are slightly lower in the Amlwch district than in the rest of the Union, being lowest of all perhaps around Llysdulas. There is no uniform rate to be found throughout the whole Union, but some idea may be formed from the instances of labour bills given in Appendix B.

Piece-work and its prices.

25. Comparatively little piece-work, from an English point of view, is put out to contract, but I think there is a larger amount than in any other part of North Wales that I have visited. The amount now given is also less than what it has been, as the work so put out mostly consisted of permanent improvements made by the farmer, but owing to the continued depression—and as it is alleged, the insecurity of tenure—farmers do not go in for such improvements now, hence there is less piece-work. There is also another custom in the district, and that is to set a quantity of work as tasks for labourers, so that if they finish before the end of the day they can go home earlier, but are paid for the full day. But as to piece-work proper, it is seldom that any is set for the ordinary or permanent labourers, so as to give them an opportunity to add to their wages. The piece-work men or "jobbers" are a distinct class by themselves, who do not care to hire themselves for the usual term of service, but perfer to be "free" men, as it is called. These are generally the most skilled amongst the labourers. The following are the prices that are paid for all the kinds of work that is known to be at any time put out to contract in the district:—

Hay cutting, 4*s.* an acre.
Singling roots (going twice over), 11*s.* 6*d.* to 13*s.* per acre.
Pulling roots, 7*s.* 6*d.* and 8*s.* per acre.
Sheep-shearing, 1½*d.* each for small sheep } with
„ 2*d.* „ „ big „ } food.
Making new bank of earth, from 2*s.* 6*d.* to 3*s.* 6*d.* a rood.
Clearing ditch and banking side of fence, 4*d.* per rood.
Clearing ditch simply, 2*d.* per rood.
Draining (drain 2ft. deep), 6*d.* to 7*d.* per rood.
„ „ 2½ft. „ 8*d.* to 9*d.* „ „
Making new wall of loose stones (for fence) 4 feet high, 4*s.* a rood.
Making new wall, 1½ feet of it plastered, 7*s.* a rood.
Mole-catching, 2*d.* a head, 2*d.* an acre, or 2*s.* a day, and food.
Cutting thistles, 4*d.* to 6*d.* an acre.
Thorn trimming and raking up trimmings, 2*d.* a rood.
N.B.—The "rood" is 8 lineal yards.

The ordinary earnings of a man who does piece-work average from 3*s.* to 4*s.* 6*d.* a day in fine weather, but he is liable to lose many days in wet weather.

Harvest payments.

26. There is no difference in the method of payment in the hay-time and harvest except that an extra meal is given to the labourers, making four instead of three meals a day. Meat is also given every day instead of twice or three times a week as in other seasons, and a pudding is also generally added.

For permanent labourers, hired for the half-year or a year, it is usual to give 10*s.* or 1*l.* extra as a harvest premium, but there is no other addition to their wages. But any other extra men that are hired simply for the harvest are paid higher wages than those current for the whole year. In most cases little or no extra payment is made in haytime, but in some places 15*s.* per week and food was given last summer, while from 18*s.* to 1*l.* a week was paid for the corn harvest.

Great variety of perquisites, &c.

27. There is also a variety of perquisites and allowances which should be estimated as additions to the cash payments of labourers. Some kinds of allowances are to be found on one farm, others on another, but all of them never co-exist, while some employers do not permit any at all. The most common allowance is the potato ground, granted to those married labourers who desire any. This varies in extent according to the requirements of the labourer. The employer gives the manure, the horse labour, and carting, the planting being also done in most cases in the emyloyer's time. The value of the potato ground and the incidental work vary from 15*s.* to 1*l.* 10*s.* a year. A few quarts of buttermilk (estimated in one case at 3*d.*) is often given every week in the summer, though this custom is on the decline. Pig litter is also very commonly given. Carters often get 6*d.* for each journey off the farm. In some cases, if they are married men (though this is rare), 6*d.* is given them for each Sunday when the horses are in.

But the cowman is the chief favourite in the matter of allowances. By being all day about the farmyard he has a chance of an extra meal in the form of 4 o'clock tea. If the bull is allowed to serve the cows of any neighbours he gets 6*d.* each for such cows, and on some farms he is paid something for sweeping up hay-seed on the barn floor. Formerly many employers allowed their men, if they chose, to have the pasture of a sheep or two, but this appears to be dying out, and the general tendency in other respects also is to abolish perquisites.

Board of labourer chief payment in kind: its estimated value.

28. The only payment in kind which it is necessary to notice is the food of labourers.

The following is the customary diet:—

Breakfast.—Bread and buttermilk (hot) three mornings a week, coffee or tea with bread and butter other three or four mornings. Gruel was formerly given for breakfast.

Dinner.—Salt beef or bacon and potatoes three or four times a week, bread and buttermilk and potatoes for the other days. Pudding given on Sundays.

In harvest meat is given every day, and it is sometimes fresh in that season.

Evening meal, corresponding to "tea," consisted formerly of buttermilk, but tea is now largely introduced, as most of the labourers prefer it.

Supper (given to indoor servants only) about 8 p.m. —Flummery ("uwd") or buttermilk if tea had been given earlier in the day, or sweet milk occasionally in summer.

The bread used at farmhouses is generally made of wheaten flour and barley meal mixed.

It is difficult to form an accurate estimate of the value of the food. Most farmers estimate it at 6*s.* a week, some at even 7*s.* The labourers put it at about 4*s.* 6*d.* The difference between the average board wages (10*s.* a week) and the average non-board wages (15*s.*) indicates that 5*s.* is about its value. This is actually the price set on it by Mr. T. Prichard, Llwydiarth Esgob, in calculating his labour bill (*see* Appendix B.), but he also sets down 1*s.* 2*d.* a week for sleeping accommodation for indoor servants (an item included in the higher estimates of the farmers). In writing to me at the end of my visit he said, "I am convinced 5*s.* is a fair amount "for food." One employer, however, had an account kept of the food provided within one week to his servants, and the result is interesting.

Weekly cost of food provided for three labourers and one boy:—

	s.	*d.*
Bread, 44 lbs.	4	0
Butter, 4 lbs. at 1*s.* a lb.	4	0
Tea, ¼ lb.	0	7½
Buttermilk, 16 quarts at ½*d.* each	0	8
Skim milk, 7 quarts at 3*d.* a quart	1	9
8 lbs. of meat at 7½*d.* per lb.	5	0
Oatmeal, 12 lbs.	1	3
Sugar, 2 lbs. at 3*d.*	0	6
Potatoes, 36 lbs.	1	0
Sundries (say)	0	10½
	16	0

This brings down the cost of the food to 4*s.* per week for each man, but the wages (and board) of one maid, whose time would be mostly devoted to the preparation of food, &c., should also be taken into account, and there are possibly other small items which are here omitted.

Considering the very indifferent nature of the sleeping accommodation of servants at farmhouses, to which I shall refer again, I feel sure that 1*s.* per week is an adequate if not excessive estimate of its value.

I am therefore inclined to estimate the board and lodgings of indoor servants at 5*s.* per week except for a month in harvest, when perhaps it is worth 6*s.* per week, making a total of 13*l.* 4*s.* per year.

Total earnings

29. Thus the average total earnings of an ordinary labourer probably range from 38*l.* to 43*l.*

The wages of a bailiff ("hwsmon"), 42*l.* to 45*l.*, one estimate being as high as 53*l.*

I should have stated there are no shepherds in the Union.

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Men in charge of horses, from 34*l.* to 44*l.*

Dairy maids (board included), 28*l.* to 30*l.*

Instances of each of the above are give in Appendix B.

Earning capacity of other members of labourer's family

30. In most cases there are more than one member of each family who are capable of earning some money, though the head of the household is the chief bread-winner. Labourers' wives have very few opportunities for earning, as in fact there is hardly any demand for their work. But children, before they leave their homes for regular service, seem capable of adding a good deal to the family exchequer. I have already referred to the custom of employing children for weeding root crops in the summer, work at which they are able to earn from 6*d.* to 9*d.* a day. But in addition to this there are, so to speak, at least three "common" harvests for the children, and (in a less degree) for the wives of labourers in the district:—

1, plovers' eggs; 2, mushrooms; 3, blackberries, watercress, and (on the east side of the Union) nuts. Children as well as grown-up persons roam all over the country in search of the above, even the labourers themselves are said to go out gathering mushrooms for an hour or two before 6 a.m., and some are known to have made as much as 5*l.* in one season out of mushrooms alone. Plovers' eggs are also a source of considerable profit, and fetch from 2*d.* to 4*d.* each.

All these are eagerly bought by dealers from Carnarvonshire and elsewhere, who attend regularly on fixed days at certain villages, and at railway stations. Perhaps I should also mention one or two local customs. At Easter time the children of labourers and of poorer people generally go round a large number of farm-houses, at the doors of which they stand and clap their hands. This action unaccompanied by any words is understood by the farmers who give them an (Easter?) egg each. There is a similar custom for children to go begging (in the ordinary way) on St. Thomas's Day (21st December), and they are then given money or meal. I believe that these quaint survivals of byegone days are tending to die out.

IV.—Cottage Accommodation.

Unevenness of distribution of cottages and their modern congregation in villages.

31. The present supply of cottages appears to be fairly adequate for the demand, though not uniform in distribution. Complaints were, however, made of the scarcity of labourers' cottages in the north-west district of the Union, comprising the upper part of Llanbadrig, and the parishes of Llanfechell, Llanrhwydrus, Llanfflewyn; but as there are so many small holdings in this district, the supply of labour is not consequently insufficient. Thus Llanrhwydrus, with 27 dwelling-houses, has only 6 cottages; and Llanfflewyn, with 17 dwelling-houses, has 3 labourers' cottages. All three parties concerned—landlord, farmer, and labourer—have contributed, each in his own way, to bring this state of things about. Thus some landowners, in their endeavour to stamp out pauperism on their estates, have reduced the number of their cottages to a minimum. Many farmers are also known to have had a great objection to cottages on their farms, owing to the opportunities which, in their opinion, are thus afforded for pilfering. The repairs of such cottages invariably fell upon the farmers themselves, by whom they were therefore regarded as undesirable. Labourers have also shown their preference for cottages let by independent owners, and not by their own employers, owing to the greater security of their tenure, as well as a general sense of independence which they naturally produce. The growth of villages has therefore been quite a feature of the latter half of the century in spite of the diminution of the rural population, for wherever a chapel was founded the tendency would be to build a shop close by; dwelling-houses would in course of time follow, a school and a sub-post office would be added, and probably a public-house would also be opened. But the village would generally retain as its corporate name the original name of the chapel, *e.g.*, Nebo, Hebron, &c. (The best known instance is perhaps to be found in Carnarvonshire, where the Bethesda Slate Quarries take their name from the chief chapel of the district.)

Description of cottages in 1867.

32. Owing to these causes, very little has been done to improve cottage property in the Union, and a description of the accommodation as it was in 1867 is still so applicable in every respect that I do not think I can do better than quote it *in extenso*.

"In accommodation, the cottages in North Wales "appear to me to be very generally insufficient. Those "in Anglesey and Carnarvon consist, as a rule, of one "room about 18 or 20 feet long by 14 or 15 broad. "This room is unceiled and paved with stones, and is "used both as a living and sleeping room. It is gene-"rally partially divided by two box beds (*i.e.*, four-post "beds boarded on three sides) which are placed nearly "across the centre of the room, leaving only a narrow "passage to connect the portions of the room which "are used by day and by night respectively. Although "only one room, the cottages, with the furniture thus "disposed, have the appearance of having two rooms, "the backs of the beds being fitted with shelves, on "which the household crockery, &c. is placed. In "another class of cottages, the portion of the room "which is used as a sleeping apartment is separated "from the rest by a thin wooden partition, and, in a "third class, this portion is divided into an upper and "lower floor, access being obtained to the upper floor "from that portion of the cottage which is used as "a living room by means of a removable ladder. "Although greater decency is thus obtained, the "ventilation is probably worse in the cottages last "described than in those in which there is no par-"tition." (*See* the Report of Mr. F. H. Norman to the Commission on the Employment of Children, &c. in Agriculture (1867), Part III., page 34.)

In 1892

32. To borrow an expression which Lord Stanley of Alderley makes use of in a communication which is inserted in Appendix D., the typical cottages of Anglesea deserve no better name than "square boxes." Four walls are built with an aperture in the wall in front for a doorway, and the occupier is then left to make what partitions he chooses by means of an ingenious arrangement of "wainscot" beds, described by Mr. Norman. The improved and more modern cottage belongs to the third class described in the above extract. There is a "cock loft" over one-half of the house, and this is approached by a movable, or if fixed, a very rickety ladder. Hardly ever is there any ceiling to be seen, a calico screen nailed to the rafters being found instead. There is generally a window or two in the back of the house, but many (if not most) cottages have no back doors. A large number of the door frames appear as if not properly fixed in the wall, so that the wind and rain beat in through the intervening gaps. In some places, instead of mortar, there are paper, old rags, and sacks stuffed between the woodwork and the wall, and the houses are so rendered fairly comfortable. The inside measurement of these cottages (for practically all of them are of the same size) is 19 ft. by 14½ ft. by 7½ ft. A large number of cottages have no ovens of any kind in them, the result being that a baker's business is a flourishing one in Anglesea.

Better houses are, however, being gradually built. Thus eight new four-roomed cottages have been recently built on the Parcau estate in Llaneugrad parish, but owing to the death of the owner I was unable to ascertain their cost. I also saw some good cottages near Llwydiarth Esgob, and near Llangefni, but as yet they are few in number compared with the old ones.

Cost of erecting new cottages.

34. The general complaint is that cottage property is unremunerative; for instance, this view is put forward by Lord Stanley of Alderley who gives some account of the cost of erecting labourers' cottages (*see* Appendix D.). According to a practical mason of much experience, the expense of building a cottage of the ordinary type, with a half loft and earthen floor, would be about 50*l.*, and a rent of from 2*l.* to 2*l.* 12*s.* would be usually paid for it. I give in Appendix E. a detailed analysis of the cost of building two four-roomed cottages in 1892 at Aberffraw, which though it is outside the Anglesey Union does not differ in respect of cost of labour or of materials. Each cottage in this case cost about 65*l.*

Ownership and tenure cottages.

35. At present cottages are generally held of independent owners, or if held of estate owners they are situated in villages and not dispersed on farms. The number of those which are sublet to the labourers by a tenant farmer on the conditions of working on that particular farm appear to be diminishing. It was alleged that labourers preferred cottages in villages owing to the greater security of their tenure, though I was not informed of a single instance where a labourer had to leave a farm cottage without at least a month's notice. The usual notice for other cottages is six months. While in Anglesey I was very much impressed with one serious disadvantage incident to this kind of tenure. Labourers who live in this class of cottages appear to be changing their places of service far oftener than men who live in

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cottages independently of their employers. Under such circumstances the idea of a fixed home, and the associations connected therewith, cannot possibly be cultivated as they should be. The furniture is made to consist only of such articles as can easily be removed, nor is there any incentive to decorate the interior of the cottage or to make its exterior attractive owing to the absence of permanency. Formerly there were many cottages owned by the labourers themselves, but the leases have expired, or in cases of freehold, the cottages have been sold. There are still a few remaining which, as I have previously suggested, were at first probably encroachments on the waste. The rent varies from 6*d.* to 1*s.* 3*d.* a week, being lowest in the parishes of Llanbadrig and Llanfechell, and highest in the direction of Llangefni.

Accomodation and sanitary condition throughout the district.

36. The only villages that have any system of drainage are Llangefni, Llanfechell, Llanerchymedd, and Amlwch, those of the two last being very defective.

Water is drawn almost entirely from surface wells, which are naturally liable to pollution, especially when it is considered that outside the chief villages it is quite an exception to find privies in connexion with labourers' cottages. Sanitation appears to have been much neglected by the authorities in the district, nor did I meet with such evidence of personal cleanliness among the lower classes as I have been accustomed to find elsewhere. As it is too difficult to treat separately of cottages dispersed on farms throughout the country, I shall briefly review the accommodation and sanitary condition of the chief villages.

Llanerchymedd.

To commence with Llanerchymedd, in which the Union workhouse is situated, there are in that part of the village which is in the parish of Amlwch; 155 dwelling-houses with 661 inhabitants, but there are 46 of the houses without any privies, while the drains are exceptionally bad, and many are closed, so that there is actual soakage into the houses. The scavenging in this part is left to the Amlwch Highway Board, and about a month prior to my visit the Rural Sanitary Authority had sent a notice to the clerk and surveyor of the Amlwch Board compelling them to send their scavengers to Llanerchymedd, which is about 6 miles distant from Amlwch.

In another part of Llanerchymedd, situate in the parish of Rhodogeidio, there is a population of 112, for which there are 38 dwelling-houses, 10 of which have no privies. The drains here also are very bad, and the water is entirely drawn from wells which cannot possibly be free from contamination. In Church Lane, in the centre of the town, there are 12 houses with only five privies.

Llanfechell.

Llanfechell village, which is probably the best in the Union, consists of 55 dwelling-houses, and has a population of 131 persons. There are 11 houses without privies, but only four or five without back doors. About half-a-dozen pigstyes appear to be far too near to the houses to which they belong, while in a large number of cases refuse heaps are also allowed to accumulate in dangerous proximity to the dwellings. There is fairly good drainage here.

In Llanfechell parish there are three charity cottages belonging to Llanfechell, Llanbadrig, and Llandrygarn parishes respectively. They are one-room straw-thatched, but stone-walled cottages. The first is in a ruinous condition, and is inhabited by only one person; the second, which is somewhat better, is tenanted by a husband and wife and two children, while there is a husband and wife and four children in the third. I understand that in December 1891, the Rural Sanitary Authority served notices on the trustees to put them in better repair or that they would be declared uninhabitable, but up to the date of my visit no attention had been paid to the notice.

Cemmaes.

Cemmaes, with 328 inhabitants, has 101 dwelling-houses of which there are quite 30 without privies. In fact I was told that the inhabitants of this little village would probably resist with force any attempt to enforce the Public Health Acts in the matter of providing privies, as they are well content with a primitive indifference to sanitation. There is no drainage here whatsoever, and all the slops, &c. are thrown out on the highway, and the refuse of several pigstyes also runs to the road. Luckily, however, the place is situated on the coast, a stream (y Wygyr) flows through the village, and there is at least one excellent well to supply the people with water of undoubted quality. Cemmaes has pretentions as a summer resort; it ought to look, first of all, to its own sanitation.

Amlwch.

But perhaps the most wretched place in the whole Union is the town of Amlwch. Though I have not the exact figures, its population probably amounts to about 3,000, but it has no local authority of its own, save that of the parish vestry. It is subject to the Rural Sanitary Authority of the whole Union, and owing to its unsanitary condition gives infinite trouble to that body. There is a system of drainage here, but it is very defective, and there are open drains in several parts. As to dwelling-houses, there is in Wesley Street a row of ten cottages, measuring 17 ft. by 15½ ft. by 6½ ft. each. They have back doors and large gardens, but no privies. There are also six other houses of similar dimensions, but without gardens, back doors, or privies. All the foregoing (except two) are slate roofed, but there is a large number of the most dilapidated straw-thatched cottages that I have ever seen, situated on what is known as Y Rhos. Some, if not all these are parochial property, and a rent of 6*d.* a week is exacted from the poverty-stricken wretches who are compelled to seek refuge in them. There are also some half-a-dozen bad houses in Machine Street, and another bad lot in Quay Street and Poncyrodyn, but it would be easier to specify the satisfactory dwelling-houses in a town where so little regard is paid to sanitary matters.

Llangefni.

Llangefni (population 1,622) is the only town in the Union which has urban powers. The houses here are of a better class, but even here the drainage and water supply have hitherto been unsatisfactory. The only water at present available for the use of the town is that flowing from four wells, two of which are in close proximity to inhabited houses, and are therefore liable to contamination. On the 16th November, the day previous to the date of my own inquiry, Major-General Phipps-Carey, R.E., held an inquiry on behalf of the Local Government Board, with reference to an application by the local board of the district for sanction to borrow 6,200*l.* for works of sewerage and water supply. The water which it was proposed to bring to the town had been analysed by Professor Wanklyn with satisfactory results. It was given in evidence that owing to the present defective arrangements, typhoid fever and other infectious diseases were sometimes prevalent in the town.

State of farm-houses.

37. Insanitary conditions and water pollution are however not confined to the towns or villages, nor even to cottages. Farm-houses also are often in an equally bad state. To give one instance, a farm in Llaneugrad parish was reported to the sanitary authority about the date of my visit. It was stated to be excessively damp, and the ceiling in every room had fallen in after the rain had come through. For the same reason the dairy was unfit for keeping milk, which was therefore kept in a part of the kitchen.

Accommodation of indoor servants.

38. What is however the greatest blot upon the character of the accommodation provided for the working classes in Anglesey are the sleeping places of the unmarried labourers who live on the farms. Their beds are always placed in the loft of some out-house generally over the stable. Colloquially, the stable loft ('lofft y stabl') is equivalent to the servants' bedroom; the place is often difficult of approach, and when reached, it has none of the conveniences generally associated with a bedroom. All the furniture that it contains consists of the beds, wooden boxes for keeping the men's clothing, and a long row of dirty boots. Very often in the absence of a utensil, or other accomdation for the purpose, the men relieve themselves through a hole in the floor, or, as in one ingenious instance which I saw, into a conduit pipe which empties itself into the yard outside. It is naturally a receptacle of much filth, being generally left in the charge of a junior servant girl, who probably pays only periodical visits to it; the bedclothes are washed only once in every six months or so, and the employer excuses himself for such neglect on the ground that it is of no use to give clean bed clothes for the servants' room.

It is unfortunately too true that many of the men are utterly regardless of the cleanliness of the rooms, some of them often going to bed in their working clothes, without taking even their boots off, while if there is one sleeping place in a neighbourhood known to be more comfortable than the others it becomes the rendezvous of large parties of young men at night. To give one example, at a farm I visited three adult servants and one lad had their sleeping room in a loft over the stable. The room measured 17 ft. by 12½ ft., and the roof, which had the tiles and bare rafters in sight, sloped upwards from the floor at the sides. There was a piece of glass of the size of two ordinary tiles fixed in the roof to admit a

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little light, while I had to climb up a long and almost perpendicular ladder through a square hole in the floor so as to get into the room. I was subsequently conducted over the dwelling-house, which in this case had ample room for accommodating all the hands engaged on the farm, but owing to the custom of the country were not utilised for the purpose. All the out-buildings were also substantial and well-planned, but while the comfort of the horses, the cattle, and even the pigs, had been so well provided for, that of the labourers had been entirely over-looked, with the result that they had to be lodged in the most inconvenient corner on the whole premises. At Llanfechell, Captain O. Thomas asserted that in no single instance within his experience as a land agent had a farmer asked for a new servants' bedroom, nor even for repairing an old one, though it was usual enough to ask for out-buildings. It was one of the planks in the programme of the proposed Labourers' Union that they should demand better accommodation for indoor servants, that in the winter months a fire should be provided either in the bedroom, or if this would be impossible, in some other room, which should be reserved for their exclusive use, so that they could sit there after supper time, dry their clothes, if wet, and read or recreate themselves in some other way. In far too many cases it is practically considered that the servants have no right to remain in the kitchen after they have finished supper, and if they feel indisposed to go straight to bed, they wander to the nearest village, and go either to the public-house, or to another establishment that drains much of the younger men's money in this country, a confectioner's shop. It was said that the hard fare of some farms drives the youths in search of more palatable eatables at the pastrycook's, but undoubtedly the habit of fore-gathering at such places is quite a curse to many a neighbourhood.

V.—Gardens, Allotments, &c.

Gardens somewhat neglected.

39. There are gardens attached to almost all cottages outside the villages, but they vary in extent from 20 perches to ¼ of an acre. As a rule there was a neglected look about the gardens, in which only early potatoes and a few of the commoner vegetables are grown. In villages many of the cottages have no gardens at all, the want being supplied to some extent by private allotments.

Numerous allotments in the district.

40. At Llangefni there are 56 allotments, which measure 27 yards × 7 yards, or 6·25 perches (nearly), and are let at 5*s.* each, which gives a rent of 6*l.* 8*s.* 0*d.* an acre, while the remaining seven measure 28 or 29 yards × 7, (or say, 6·71 perches), their rent at 6*s.* each being equal to 7*l.* 3*s.* 0*d.* an acre, &c. These are on the Baron Hill estate. At Cemmaes, a field from 2 to 3 acres, is also divided into allotments, whose measurements, I was told, average about 20 yards × 12 yards, or 7·1 perches (nearly). They are let at from 7*s.* 6*d.* to 10*s.* each, which is equivalent to 7*l.* 11*s.* 0*d.* and 10*l.* 1*s.* 8*d.* an acre respectively. These plots were intended for occupiers of houses belonging to the same landlord, but as the demand for them is small they are now let to any applicants, there being tradesmen as well as labourers holding some. A complaint was made at the meeting which I held at Llanfechell that another field had previously been allotted by the same landowner, but after it had been cultivated for a number of years, and had consequently been well manured, he substituted the present field for the old one, and this fact, which had shaken the confidence of the labourers, probably accounts for the little demand for the plots at present.

At Parcau, six ¼-acre plots have been allotted in a field as gardens for the new cottages recently built there. Something similar has been done at Moelfre. I found no general desire among the labourers for more allotments. Lord Stanley of Alderley, however, suggests that Amlwch might require some.* There are no allotments under the Allotments Act in the district.

Potato grounds also common.

41. Very little remains to be said about the potato grounds which farmers give to their own labourers. The following is Mr. T. Prichard's statement: "They "measure from 60 to 80 roods (of 8 lineal yards), the "rows being about 27 inches wide. So long as the la- "bourer is in the farmer's employment, manure, horse- "labour, and the carting home are done by the farmer; "but outside labourers are allowed to plant potatoes "rent free if they manure them themselves." In some cases it is difficult, however, for an "outside labourer," or one who is not permanently engaged, to obtain potato-ground, especially if in addition to this he has no pig to provide the required manure.

Live stock kept by labourers.

42. Instances of cow-pastures are very rare, more so than they were some 40 years ago. A few are still to be found in the north-west district. The pasture of a sheep is sometimes given to an indoor servant, and it was observed that such servants are the more provident men, being those who eventually become small farmers; but there are very few instances of labourers who become employers of labour themselves. The latter position is more frequently attained by marrying a farmer's daughter rather than by accumulating savings. I do not know how much commonable land over which labourers have grazing rights there is in the Union. There is a large village green ("Marian") at Marian Glas; there was also a large unenclosed common at Penrhosllugwy, which Lord Boston's tenants grazed, but Lord Boston has recently enclosed it.

Pigs are very generally kept, the county being in fact famous for pig-breeding; they are not fed and killed for home use, but sold to pay the rent. The pig brings in no profit, but supplies manure which in many cases is necessary before a potato-ground can be obtained. Poultry are also largely kept, though not to the extent they might be, considering that there is an exceptionally good market for poultry at Llangefni. In fact, such are the facilities for transport, and so numerous are the hucksters and other middlemen, that there is no difficulty in selling any kind of marketable commodity. What the district however lacks is a small horticultural society to encourage labourers to pay more attention to gardeniug. At present the nearest society of the kind is at Gaerwen, a few miles beyond Llangefni, outside the limits of the Union.

VI.—Benefit Societies.

Absence of confidence in benefit societies.

43. With perhaps only one exception, benefit societies as a means for agricultural labourers to provide for their maintenance in illness have proved a complete failure in the Anglesey Union. Old local societies have decayed and have been wound up almost in every district, so that it requires a good deal of persuading and arguing before a labourer can be brought to see the possible advantages of joining a benefit society. There is a very general ignorance of the principles on which such a society is conducted, so that in the case of those that are in existence the work of management is left entirely in the hands of two or three members, or possibly of the secretary alone. It is also to be feared that the members have not learnt how to deal honestly with one another and that men capable of following their occupations have dishonestly been very often in receipt of sick benefit—in some cases for years. Several of the older labourers who had seen the rise and fall of many a club in their time attributed their failure with singular unanimity to this kind of dishonesty; "Twyllbwyso dorrodd y clybiau" was the expression continually used; in other words, the dishonest receipt of relief broke the clubs.

Experiments that have turned out failures.

44. Whatever about the past, there is at present no general club for the county of Anglesey. About 1860, however, a gentleman from Holyhead, a Dr. Jones I believe, attempted to form a series of independent friendly societies throughout the county; they were taken up warmly at the time in many places, but most of them did not last more than three years. Since then local efforts have not been attended with any more success. Early in 1886 the Anglesey Working Men's Friendly Society was established at Llangefni on the same principles, it was stated in its prospectus, as the Conservative Working Men's Benefit Society of Stroud. It practically owed its existence to Mr. E. M. Roberts (of the National Bank of Wales, Llangefni), who became its honorary secretary. It claimed to make provision for sickness, old age, and death, and that it placed old and young on an exact equality by requiring a payment of penny a day from all members not exceeding 30 years of age, and a halfpenny a month extra for each year beyond 30. There was also a division of the annual profits amongst the members, and their appropriation as a saving's bank investment in each member's own right at 5 per cent. interest. Members were enabled to leave the society at any time and withdraw their funds by forfeiting the preceding two years' profits as compensation to the society, and at 65 years of age members could draw out the whole of their money without deduction, or could receive in lieu thereof an annuity for the remainder of their lives, while at death the representatives of the deceased

* In the "National Review" for November his lordship also states, "There were nearly 500 allotments made at Holyhead from 20 to 35 "years ago." The Baron Hill estate has also 63 allotments at Beaumaris, but both places are outside the Anglesey Union.

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member was to receive the entire amount standing to his credit in the books of the society without any deduction. During its brief existence the society proved a great success. By the end of the second year (December 1877) there were 64 members with a fund of 95*l.*; by November 1888 there were over 100 members and a fund of 175*l.* In the end of 1891 the honorary secretary, who had managed the affairs of the society gratuitously for six years, had to resign owing to pressure of other work, and instead of appointing another secretary, the members who were then 184 in number (with six farmers as honorary members), decided to divide all the funds which amounted to 410*l.* It is a serious reflection on the character of the labourers of the district that they helped to put an end to such a useful organisation, when it was so full of promise.

Existing friendly societies.

45. Last year, in 1891, Captain Owen Thomas, of Brynddu, also started a branch of Oddfellows at Llanfechell, and hitherto this young society has made steady progress in that district. The only other existing benefit societies are the following:—

(1.) At Llanerchymedd (*a.*) The Druidical Friendly Society established in 1825. In February 1891 it had 194 members, a large number of whom were agricultural labourers. Its assets were 492*l.* Its sick payment to a full member is 6*s.* per week for the first six months, 3*s.* a week for the next six months, and then 2*s.* a week. (*b.*) A branch of Oddfellows established in 1878. It has 36 members (which is the highest number it has ever had), but only two out of that number are connected with agriculture, one being a small farmer's son and the other a labourer. The secretary said that there is about 300*l.* in the bank.

(2.) The Mechanics' Friendly Society at Amlwch, established about 1866. Farm labourers are not eligible for membership, as it was originally intended for mechanics only, but sailors are also admitted. According to the secretary, who is a working shoemaker, it is increasing in strength and has about 100 members. Contribution 1*s.* 2*d.* a month sick relief, 7*s.* a week for first six months to full member, and a burial grant of 6*l.* Its members are not allowed to belong to any other society, so that they could not, by giving notice to two clubs at the same time, obtain more in relief than they could earn by working, apparently a very necessary rule in Anglesey.

About five weeks prior to my visit to Amlwch another club in the town whose members were mostly miners had been divided, having practically got too weak to be continued.

(3.) At Marian Glas there is a strong local club—the Society of Independent Brethren—with about 200 members (labourers and farmers), its assets being 757*l.* Contributions, 1*s.* per month; sick relief, 6*s.* per week for first 12 months.

(4.) At Llanbedrgoch the St. Peter's Friendly Society (established 1864) has about 80 members, quite one-half of which are agricultural labourers, the rest being mechanics, sailors, and farmers. Assets in December 1891 520*l.*

Most, if not all, the above societies are registered.

Other provident institutions, *e.g.*, clothing clubs and penny banks.

46. Excepting the foregoing there are no doctors' clubs in the district, but there are two or three clothing and coal clubs, of which perhaps the best examples are the Llanbadrig and Cemmaes clubs, which are organised by the Rev. T. Prichard, vicar of the parish. His statement is as follows:—

"In the Clothing Club there are 107 members, composed of widows, aged men, and labourers' wives. Their contributions average about 8*s.* a year for each member. At the end of the year a bonus of 4*s.* is granted to each member. In the Coal Club there are 51 members, who contribute on an average about 3*s.* yearly, and their bonus amounted last year to 3*s.* for each member.

"The bulk of the money given in bonuses is obtained by means of a concert held in the summer time, and also by the contributions of some of the landlords and other friends (both churchmen and nonconformists) in the neighbourhood."

Where such clubs are not found, others professing to have similar objects are started by tradesmen and publicans. These are, however, described as mischievous in their effects. There are also penny banks in connexion with several of the elementary schools. The children pay in 1*d.* a week, and, as a rule, a fund is raised by the promoters towards giving a bonus to the children when the money is distributed. Thus Mr. H. E. Jones, master of the British School at Cemmaes, states, "A number of ladies subscribe towards the "bonus for those who keep up regular payments. It is "a material help to the labourers towards clothing "their families for the winter." There are also in connexion with several chapels and Sunday schools Bands of Hope, which have penny banks for children, and in some cases a collection is made so as to make up a bonus. In all these instances, however, the money is periodically divided, and is generally used by the parents to buy clothes instead of being re-invested in the children's names.

Life insurance.

47. A very large business is done by the Prudential Assurance Society in insuring the lives of children for small sums of money, either payable at death or on attaining a certain age. The death payment is mostly preferred. All that is aimed at, as a rule, is to secure a substantial sum with which to have a showy funeral.

There is no savings bank other than that of the Post Office, of which a very small minority of labourers, either single or married, avail themselves.

VII.—Trade Unions.

The Labourers' Union and its collapse.

48. I have already (in paragraph 20) given some account of the attempt to form a Labourers' Union in Anglesey in 1890–1. The movement, however, partook more of the nature of a general rising against the long hours of work than that of a permanent organisation to watch the interests of labourers. There were other demands put forward by the labourers, such as an improvement of the sleeping accommodation (*see* par. 38), but immediately the farmers met them half-way in the matter of the hours of work it appears as if the whole movement collapsed. This must have been foreseen by some of the leaders who tried to induce the labourers at their public meetings to form themselves into a union before they proceeded to formulate their demands. They proceeded so far as to draft a few rules and to select officers, but, true to their distrust of clubs, they stopped short of paying any subscriptions.

Short-lived, however, as the movement was, it undoubtedly did much good apart from the concessions of the employers. It brought at least some of the labourers to reflect on their condition, and it also enlisted the sympathy of some of the best employers.

VIII.—General Relations between Employer and Employed.

Statements of representative men.

49. The following is the statement of Mr. Samuel Hughes, chairman of the county council, on the subject.

"There is not much friction, and yet there is not the "best of feeling between masters and men. The best "men as to efficiency and morals are respected, but "between the larger class of servants and their employers there is very little mutual understanding and "fellow-feeling. Socially masters have very little to "do with their servants, while the servants are like-"wise indifferent to their masters, and reckless of their "property."

Mr. T. Prichard, of Llwydiarth Esgob, says, "As a "rule the relations are friendly, but the employed is "master of the situation as, if he leaves his place, he "gets hired immediately, or emigrates to Carnarvon-"shire or South Wales." Several farmers in discussing this question at Marian Glas admitted that there was too much isolation between employers and employed, except during farm work, and they thought that the improvidence of the latter was to some extent due to their separation. The independent, if not unfriendly feeling that arises in consequence has a serious effect upon the work. Instances were given of men absolutely refusing in harvest to work overtime, though they were offered payment. Mr. Brocklebank (*see* par. 13) said it was all a question of treatment. If the men are well treated, they have an affectionate regard for their employers, and study their interests at all times. Small favours go a long way; an opportunity to dry wet clothes, permission to smoke their pipes round the kitchen fire after supper, and a little more attention to the way the food is cooked and placed on the table. These, and similarly trifling things, which many servants do not now enjoy, would not cost the employer anything, but would go a long way to earn the good-will of the men.

In former years the servants were asked into the family kitchen for prayers every morning, but in most cases this is also a thing of the past.

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B.-VI. ANGLESEY.

IX.—THE GENERAL CONDITION OF THE AGRICULTURAL LABOURER.

Statements of witnesses.

50. With reference to this question, Mr. Samuel Hughes states that "the general condition of the "labourer is better in many respects, the heavier work "of the farm, such as threshing, mowing, and gathering "hay, is now done by machinery, while for other work "there are better implements for the use of labourers "than there were ten or fifteen years ago. They are "also better off in respect of food and lodging, though "their accommodation still falls short of being satis-"factory; they have also good wages, and all neces-"saries are cheap. It is sad that as a class they are so "indifferent to the future, and are so improvident. "The habits and morals of some of them are also coarse "and vicious."

Mr. T. Prichard also jotted down the following notes: "Able-bodied labourers are well off in regular employ, "but their wives are very incompetent, and do not "make their homes or food as comfortable as they "should. Most cottages are dirty and untidy; the "women might work more on the land. Lads boarded "and lodged on the farms are better off than cottagers. "Their food, as a rule, is good and plentiful, their "sleeping accommodation is not good. Good cottages "and bedrooms are not appreciated. Lads and girls "rather immoral. Improvidence encouraged by extra-"vagant outdoor relief; old men get rheumatics, and "then go on the parish. Relatives do not support "parents. Too much tea and tobacco are used. It is "difficult for labourers' families to get milk." These views were substantially corroborated by the statements of other employers and the admissions of labourers.

Labourers of all ages improvident.

51. The conclusion I am forced to arrive at from what I heard and saw is that much less saving is done by young unmarried men in this Union than in any other that I know of. The only savings banks are those in connexion with the Post Office but these are very little availed of. In all probability, other banks, such as the National Provincial Bank, have more labourers on their books. Mr. John Matthews, J.P., bank manager at Amlwch, spoke of the difficulty to induce servants to deposit any portion of their wages. In one instance when he was changing a note which a servant had received in payment of his wages Mr. Matthews tried to persuade him to leave a part of the money in the bank, but the servant could not see any object in doing so. It was pointed out to him that in the course of a few years he might save enough to stock a small holding, and the young man was so struck with the idea, which had then dawned upon his mind the first time in his existence, that he deposited a few pounds.

How the wages are spent.

52. Those who derive most benefit from the younger men's wages appear to be the pastrycook, the publican, the tobacconist, and the travelling draper. I have already referred to the taste for confectionery (par. 38). As to drinking, there is nothing abnormal in its amount except perhaps at Llanerchymedd and Amlwch. When a labourer can give up the drink he is, however, able to save money. "I find that one of my men," writes an employer, "who became a teetotaller three years ago, "after being twice fined, has now 20*l.* in the bank. "His total cash earnings (on his own food) last year was "43*l.* 6*s.* He has a wife and four children, so that they "can save if they like." The Bands of Hope that are being formed in some districts ought in course of time to effect a distinct improvement in the matter of temperance.

The mischievous custom of treating sweethearts to some drink at public-houses is also very prevalent in Anglesey. Even farmers' daughters were treated in this way at fairs and markets until quite recently, but the evil is now mostly limited to the hiring fairs when the public-houses are often so over-crowded that drink is served to parties in the bedrooms. This is particularly the case in smaller villages where there are only a few public-houses. It is one of the many causes that produce that immorality of which many complain. It would probably be advantageous if in granting or renewing licenses for such houses some special conditions could be laid down as to the rooms in which drink can ordinarily be served.

Tobacco is hardly less expensive a luxury for many. Practically everyone smokes or chews, or does both. By the end of each meeting I held, the floor of the room was covered with tobacco spittle. Some of the sleeping-places that I also inspected were well stained with the same juice. Apart from the constant drain of money which this excessive use of tobacco entails, it must be injurious to the health of the younger lads, as well as being filthy in the extreme.

THE AGRICULTURAL LABOURER

The travelling draper or Scotch "tallyman."

53. Travelling drapers, who are spoken of as being of Scotch extraction, carry on a flourishing business in supplying labourers and their wives, lads and young maids, with all sorts of wearing apparel. They give credit for their goods and have a most efficient system of collecting instalments of payment. Many of the labourers are said to be quite under the thumb of these tallymen. About 50 of them live at Bangor from which place as a centre they work Carnarvonshire and Anglesey doing the major part of their business of course in the quarry districts of the former county. Small village drapers are getting into difficulties owing to the competition of these men. It is needless to say that they induce many of the younger people, and not a few of the older ones too, to buy things that are not required,—shawls, scarves, ties, cuffs, feathers, and flowers. Of late years the labourers have been spending on clothes very nearly twice the money which they formerly did, and their clothes are more shoddy too. Partly owing to their inferior quality, partly to the unsatisfactory accommodation of the stable lofts where they are kept by the servants, partly to the men's own recklessness, the clothes do not last long. Two new suits of clothes are bought every year. Unfortunately the fact that the year is divided into two terms of service seems to perpetuate this habit. The hiring period and a few weeks after are the "season" of the tradesmen who prepare their goods, and use every means to advertise them as specialities, for the "pentymor" or end of term.

The need of burial reform.

54. Many labourers greatly impoverish themselves by incurring heavy expenses in procuring costly mourning for funerals. Some are known to have crippled themselves for life by blindly following the custom of the country in this respect, and as relationships are traced in Anglesey almost "to the 9th degree" the occasions requiring mourning are numerous. Formerly a collection used to be made at the house of the deceased on the day of burial to help the surviving relatives to bear the expense, on some occasions the offertory at church was devoted to the same purpose. These customs, which are still occasionally observed, have probably given a kind of sanction to expensive burials. There is not even the example of a better educated class to guide the labourers in this matter, as in this district all classes alike seem to regard a costly pageant after death more essential than comfort in home, food, and clothing for the living.

Means of recreation, a few evening schools and a corps of volunteers.

55. There are but few means of recreation available to the labourers in the district. There is not one instance of an institute or reading room, but night schools are kept this winter at Llaneugrad and Penrhosllugwy and possibly at other villages; a few servant men attend, but as a rule it is difficult to secure their attendance. It was suggested that more would attend if the supper hour did not clash with the commencement of school.

There is a company of volunteers at Cemmaes, originally raised, and maintained in a most efficient state by Captain Owen Thomas, of Brynddu. This is the only place in Anglesey where there are any volunteers, an attempt to start a corps at Amlwch having failed. The volunteers at Cemmaes, most of whom are connected with agriculture either as farmers or labourers, number 108, being, I was informed, about one in every five of the population of the district from which they are drawn. Up to September last, Captain Thomas had been the only commissioned officer at Cemmaes, yet he has unaided kept his corps to its full strength, always turned it out in good number for camp, and provided an excellent band.

Pauperism and the want of self-reliance.

56. The Anglesey labourers have not yet learnt the important lesson of self-reliance. This accounts for that want of mutual confidence among them which wrecked their proposed union, and has made benefit societies almost impossible in the district. Very few make any show of attempting to provide for old age, the majority look to parish relief as the inalienable right of the aged. In former years sufficient distinction was not made between applicants for relief who were members of clubs as compared with those who were not. They were treated very much alike; and there was no advantage in belonging to a club, in fact, there was a premium on improvidence. I was told that latterly, however, the guardians treat club members more leniently by taking into account only about one-half of the sick benefit received, in fixing the amount of relief to be granted. But this rule has not been long enough in effect to have much influence on the pauper-producing portion of the population. The chairman of the

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board states his opinion that relief is too easily got, and that "improvidence is encouraged by extravagant "parish relief" (*see* par. 50). "People do not hate "pauperism in Anglesey," says Mr. Brocklebank, "but "in Cumberland they are quite afraid of becoming "paupers." At present one out of every 20 persons, or 5 per cent. of the whole population, is in receipt of outdoor relief; and the other two unions which make up the rest of the county (Holyhead, and Bangor and Beaumaris) have an equally high rate of pauperism. In this as well as in almost any other respect, the Anglesey Union might be taken as very accurately representing the conditions prevalent through the whole island.

I have, &c.
(Signed) D. LLEUFER THOMAS,
(Assistant Commissioner).

APPENDIX A.

ANGLESEY UNION.—PAROCHIAL STATISTICS.

Name of Parish.	Area.	Rateable Value.	Population in 1871.	Population in 1881.	Population in 1891.	Decrease or Increase per cent.		No. of Acres to a Person in 1891.	Houses in 1891.	Pauperism.	
						1881-91.	1871-91.			No. of Paupers in receipt of Relief for half year ended 29th September 1892.	Expenditure in Out-Relief for year ended 25th March 1892.
	Acres.	£									£
Amlwch	9,200	12,038	5,517	4,847	4,412	− 9·0	−20·0	2·0	1,197	255	1,257
Bodewryd	454	448	32	29	30	+ 3·4	− 6·2	15·0	7	—	—
Coedana	1,630	1,295	269	214	234	+ 9·3	−13·0	6·9	57	13	60
Llanallgo	660	691	391	398	434	+ 9·0	+10·9	1·5	107	20	106
Llanbabo	1,804	1,402	113	111	117	+ 5·4	+ 3·5	15·4	18	—	—
Llanbadrig	4,162	4,023	1,114	1,061	1,059	− 0·18	− 4·9	3·9	267	84	403
Llanbedrgoch	1,442	1,070	326	300	286	− 4·6	−12·2	5·0	75	8	81
Llandyfrydog	3,855	3,041	492	528	482	− 8·7	− 2·0	7·9	117	6	38
Llanddyfnan	3,434	2,383	652	640	634	− 0·9	− 2·7	5·4	149	23	121
Llaneilian	2,106	1,945	1,073	948	811	−14·4	−24·4	2·5	228	53	255
Llanerchymedd*	—	823	87	63	276	—	—	—	—	—	1
Llaneugrad	2,705	1,286	215	302	285	− 4·9	+32·5	9·6	64	9	44
Llanfair Mathafarn eithaf	1,904	1,399	717	680	744	+ 9·4	+ 3·7	2·5	196	36	192
Llanfair ynghornwy	2,135	1,493	267	278	271	− 2·5	+ 1·4	7·8	56	18	34
Llanfechell	3,477	3,130	897	923	935	+ 1·3	+ 4·2	3·7	234	66	298
Llanfihangel, T.B.	1,599	1,445	338	322	278	−13·7	−17·6	5·7	74	23	120
Llanfflewyn	1,248	1,008	102	79	86	+ 8·8	−18·6	14·5	17	—	—
Llangefni	2,367	4,982	1,568	1,563	1,624	+ 3·9	+ 3·5	1·4	422	103	475
Llangwyllog	2,407	2,357	197	190	207	+ 8·9	+ 5·0	11·6	35	2	17
Llanrhwydrus	1,154	1,028	135	116	131	+12·8	− 2·9	8·9	27	—	—
Llanwenllwyfo	1,864	1,749	492	403	313	−22·3	−36·3	5·9	90	16	87
Llechcynfarwydd*	2,014	1,534	349	352	189	—	—	—	—	20	58
Penrhosllugwy	2,443	1,782	425	385	376	− 2·3	−11·5	6·4	92	17	98
Rhodogeidio (including Gwredog)	1,991	1,677	326	300	271	− 9·6	−16·9	7·3	68	12	55
Rhosbeirio	377	341	26	39	30	−23·0	+15·3	12·5	5	—	—
Tregaian	2,080	1,501	109	111	145	+30·6	+33·0	14·4	27	—	—
	58,512	£55,961	16,229	15,182	14,660	− 3·4	− 9·6	3·9	3,735	784	3,800

* The parish of Llanerchymedd, which is very small, only about 8 acres in extent, is generally taken with the adjoining parish of Llechcynfarwydd and there has been some re-adjustment of their boundaries within the last decade. The principal portion of the town is in Amlwch parish.

APPENDIX B.

EXAMPLES of the COST of LABOUR on particular FARMS for the Year ended November 13th, 1892.

No. 1.—LLWYDIARTH ESGOB FARM. T. PRITCHARD, ESQ.

Pasture and Rotation, 135 acres; Arable, 45 acres; Total, 180 acres.

Occupation.	Wages.	On whose Finding?	Cottage or Sleeping Accommodation.	Food in Harvest (one Month, *i.e.*, at 6*s.* per Week).	Other Extras and their Estimated Value.	Estimated Total Earnings.
	Per week. £ s. d.			£ s. d.	£ s. d.	£ s. d.
Foreman labourer (married).	0 15 0	On his own finding, except in harvest.	Cottage rent free - 3*l.* 0*s.* 8*d.*	1 4 0	Two loads of manure for garden, at 4*s.* - - 0 8 0 Potato ground, manure, &c. 1 10 0 £1 18 0	45 2 8
First carter - -	0 15 0	Ditto - -	Ditto - -	1 4 0	6*d.* for each Sunday during winter (say) - - - 0 10 0 Potato ground, &c. - - 1 10 0 £2 0 0	45 4 8
Spademan - - -	0 15 0	Ditto - -	Ditto - -	1 4 0	Extras about 1*l.* 2*s.* 0*d.* - - -	41 6 0
Cowman - - -	0 10 0	On employer's food, 48 weeks at 5*s.*, 12*l.*	- - - -	1 4 0	Potato ground - - 1 10 0 Bull money (say) - - 0 10 0 £2 0 0	41 4 0
Bailiff or ("hwsmon") -	Per annum. 36 0 0	Ditto - -	Sleeping accommodation at farm-house, 1*s.* 2*d.* per week, 3*l.* 0*s.* 8*d.*	1 4 0	A gratuity - - 1 0 0 Tips for journeys - - 0 10 0 £1 10 0	53 14 8
Second carter (full-grown youth).	18 10 0	Ditto - -	Ditto - -	1 4 0	Earnest money (twice) - 0 2 0	34 16 8
General boy, about 14 years of age.	4 10 0	Ditto - -	Ditto - -	1 4 0	Earnest money - - 0 1 0	20 15 8
Dairy maid - -	14 10 0	Ditto - -	Ditto - -	1 4 0	Earnest money (2*s.* each time) - - - - 0 4 0 Gratuity after calving season 0 5 0 £0 9 0	31 3 8
						£313 10 0

N.B.—This total does not include payment for threshing.

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No. 2.—GWREDOG-UCHA, IN THE PARISH OF RHODOGEIDIO.

OWNER and OCCUPIER, Mr. WILLIAM ROBERTS. Number of acres, 370. Two outdoor labourers and five indoor servants regularly employed. The food of each labourer (or the food and sleeping accommodation provided for each servant) is estimated at 7*s*. a week.

—	Cash Payments.	£ s. d.	Perquisites, &c. and their Estimated Value.	£ s. d.	Board.	Total Earnings. £ s. d.
1. Edward Owen	Wages, 10*s*. per week Gratuity	26 0 0 1 0 0 £27 0 0	House rent free Butter-milk, 3*d*. weekly 80 roods (of 8 yards each) of potatoes Pig litter	2 10 0 0 13 0 1 0 0 0 8 0 £4 11 0	Board at 7*s*. per week, 18*l*. 4*s*.	49 15 0
2. William Hughes	Wages, 9*s*. per week Gratuity	23 8 0 0 10 0 £23 18 0	Same extras	4 11 0	Ditto	47 13 0
3. Hugh Evans	At 12*l*. 15*s*. per six months	25 10 0	No extras		Board and lodging at farm, 18*l*. 4*s*.	43 14 0
4. Harry Evans	At 12*l*. per six months	24 0 0	„		Ditto	42 4 0
5. Owen Owens	At 11*l*. per six months	22 0 0	„		Ditto	40 4 0
6. John Jones	At 10*l*. per six months	20 0 0	„		Ditto	38 4 0
7. Thomas Owen	At 3*l*. (one term only)	3 0 0				21 4 0
Mary Roberts	At 6*l*. per six months	12 0 0			Board and lodgings at 7*s*. per week, 18*l*. 4*s*.	30 4 0
Hannah Evans	At 5*l*. 15*s*. per six months	11 10 0			Ditto	29 14 0
Jane Parry	At 4*l*.	8 0 0			Ditto	26 4 0
William Rowlands, jockey	At 2*s*. per day for 11 weeks	6 12 0			Ditto (say) 3*l*. 17*s*.	10 0 0
Hugh Owen	At 15*s*. per week for eight weeks for hay harvest At 1*l*. for four weeks for corn harvest	6 0 0 4 0 0			Board for 12 weeks at 7*s*. per week, 4*l*. 4*s*.	14 4 0
John Hughes for piece-work clearing ditches						10 0 0
Jobbers, for thinning swedes at 6*d*. per furrow of 20 roods (of 8 yards each) going once over						5 0 0
„ pulling „						5 0 0
„ banking „ at 2*s*. 6*d*. per rood." (This was about equal to 4*s*. 6*d*. per day)						18 0 0
Bills of joiner, 15*l*.; stonemason, 14*l*.; smith, 17*l*.; saddler, 8*l*.					£ s. d. 54 0 0	
Veterinary surgeon, for one year's attendance					10 0 0	
						64 0 0
Mr. Williams, Parc Newydd, for threshing corn						10 0 0
Estimate for Mr. Edmund Roberts's own services in the capacity of farm bailiff						60 0 0
	Total					£565 4 0

N.B.—Holidays and fairs for which wages were not stopped, 7½ days.

No. 3.—BODAFON FARM, PENRHOSLLIGWY PARISH.

STATEMENT of PAYMENTS in respect of WAGES for AGRICULTURAL LABOUR on the above Farm from November 13th, 1891, to November 13th, 1892.

Extent, 300 acres.

	Acres.
Heath or mountain land out of cultivation	50
Woodland and waste, cannot be cultivated	50
Grass and arable land	200

No. of Acres under Crops.

Hay	46
Oats	40
Swedes	12
Potatoes	3
Mangolds	1
Grass	98
	200

No. of Cattle and Horses kept.

Cattle, including 12 dairy cows	76
Horses, 6 working on farm, colts	14
Sheep	40
	130

The following sums (which are in addition to food) were actually paid last year:—

	£ s. d.
One married man ("Hwsmon") acting as cowman in winter, living in a cot-cottage on the farm (2*l*. rent yearly to tenant), hired for two periods of six months each at 10*s*. a week and food, 1*l*. gratuity at harvest, land to plant one sack of potatoes	27 0 0
One general labourer, hired for two periods of six months each, at 10*s*. a week and food gratuity	26 10 0
One single man, living on the farm, acting as ploughman	24 4 0
One single man, living on the farm, acting as ploughman	16 5 0
One boy	6 0 0
Different men hired for occasional work	21 17 11
Two domestic servants (maids)	20 15 0
To smith and joiners	8 10 5
Food for six men for 12 months, valued at 6*s*. a week	93 12 0
	£244 14 4

No estimate is here given of the cost of the food provided.

Yours truly,
R. E. EDWARDS.

D. Lleufer Thomas, Esq.

November 25th, 1892.

No. 4.—CEMMAES FAWR FARM, LLANBADRIG PARISH.

In the occupation of Mr. JOHN EDMUNDS.

Total area, 217 acres, made up as follows:—(in 1891-2) root crops, 13 acres; corn, 42; hay, 43; pasture, 117. Stock consists of 75 head of cattle; 100 sheep; 11 horses of every description, including three colts and some half-a-dozen pigs.

Statement of Wages paid.

	£ s. d.
Foreman labourer, 10*s*. a week, with food and the planting of half sack of potatoes, say 15*s*.	26 15 0
One carter, 10*s*. a week, with food and the planting of half sack of pototoes, say 15*s*.	26 15 0
One carter, 10*s*. a week, with food and the planting of half sack of potatoes, say 15*s*.	26 15 0
One cowman, 11*s*. a week, with food, do.	29 7 0
One ordinary labourer, 9*s*. 6*d*.	25 14 0
One lad, at 6*l*. a year and food	6 0 0
Dairymaid	14 10 0
General maid	13 10 0

The above represents the regular staff of the farm.

Occasional Labour.

Two men for seven weeks in harvest, at 18*s*. a week and food	12 12 0
Ten extra men for four days thrashing, at 2*s*. a day and food	4 0 0
Four lads for about three weeks weeding swedes, at 9*d*. a day	2 14 0
	£188 12 0

The food is not estimated in the above.

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No. 5.—TYMAWR, NEAR LLANERCHYMEDD.

Mr. ALEXANDER MCKILLOP.

Area=83 acres, of which 20 were under corn, 6 had roots and potatoes, 18 had hay; and rest were pasture last year. One married labourer, who acts as carter, and two indoor servants employed, all three receiving their board.

	£	s.	d.
Carter received 10s. a week all year -	26	0	0
Extra harvest money - - -	2	0	0
Planting of one sack of potatoes, estimated	1	10	0
	£29	10	0

	£	s.	d.
N.B.—This year he had out of his plot about 11 sacks of potatoes, which would sell for about 5s. a sack after being picked -	2	15	0

No. 6. Another farmer, a freeholder on a farm of 230 acres, employs two indoor servants and one ordinary labourer, one 'hwsmon,' and an occasional jobber.

	£	s.	d.
The 'hwsmon' had last year 9s. a week -	23	8	0
Cottage and garden rent free, estimated at	2	12	0
Harvest money - - - -	1	0	0
Potatoe ground, in which six sacks of potatoes were grown - - -	1	10	0
	£28	10	0

No estimate is given for food.

No. 7. H. EVANS. Sarn, Fadog. 222 acres, three indoor servants, and one lad also indoor, and two labourers employed, all on farmer's finding. The employer himself and two of his sons also work on the farm. Total labour bill for the year 191*l.* 15*s.* 0*d.*

No. 8. Mr. J. HUGHES, Mynydd Mwyn Mawr. Total acreage, 360 acres, of which 83 acres were last year under corn and roots, the remainder hay and pasture. Employs eight labourers, two maids, and two jobbers occasionally. Total labour bill for year, including estimate at 6*s.* per week for food, and threshing bill =418*l.* 6*s.* 6*d.*

No. 9.—BODORGAN HOME FARM.

Sir GEORGE MEYRICK, Bart.

This is not in the Union, but the conditions are nearly identical. Acreage, 260. Total payments in wages, 1891-2, 387*l.* 8*s.* 5*d.*

These are examples of the net earnings of three of the labourers living on their own food, except that tea is given in harvest time, the total value of which might be estimated at 8*s.*:—

	£	s.	d.
Foreman, 12 months, at 16s. per week -	38	8	0
,, 1 month, harvest - -	4	12	0
	£43	0	0

	£	s.	d.
Spade man, 12 months, at 15s. per week -	36	0	0
(Or cattleman) 1 month, harvest - -	4	8	0
	£40	8	0

	£	s.	d.
Horsekeeper, 12 months, at 14s. per week -	33	12	0
Signle man, 1 month, harvest - -	4	8	0
	£38	0	0

APPENDIX C.

A LABOURER'S INVITATION TO ANGLESEY.

[A translation of the Welsh original.]

Llangaffo, Anglesey,
September 19, 1892.

DEAR SIR,

I AM glad to see you coming out to take our part as working-men; it is truly necessary for some one to come out as such by this time. Our sleeping-places are really not fit for pigs, and what is worse is that there is no time to eat a bit of food. We are bound to be in the house ready for breakfast by six o'clock in the morning, and then [we are] without anything till midday, and after that until 6 at night, and it is only a small allowance that is given. This is our lot at present; it is to be hoped that it will improve. We, as working men, confidently look forward to seeing you very shortly in Anglesey, and you shall then have all particulars. We are visited with every form of revenge that they are capable of. I hope that this one letter will be of some encouragement for you to come here and that we shall have the privilege of welcoming you in open field at Llangefni next month. I conclnde with warm feelings towards you.

I am, &c.

AN ANGLESEY WORKING MAN.

APPENDIX D.

SMALL HOLDINGS, &C.

The following letter was recently addressed by Lord Stanley of Alderley to the chairman of the Anglesey County Council:—

"SIR,

"ON the 28th July last it was proposed at the county council to inquire of the principal landowners of the county and others what lands they were prepared to sell or let for the purposes of the Small Holdings Act. The motion was lost,

* * * * * *

"I will, however, imagine such a letter to have been sent to me, and with your leave will give the answer which I must have given to it if I had received it. It is obvious that it would be no benefit to the community to displace one tenant for the purpose of putting in another; so that there can be but few farms to sell to the county council. I have one, however, of a little over 130 acres, so conveniently intersected by roads that it would be suitable for division into small holdings, and where the tenant could be reduced by degrees to the occupation of a small portion without injury. I enclose a map. I have already, a few years ago, sold twenty-eight farms to the tenants and thirteen holdings to others, some of them relations of the tenants and in a few cases farms were offered to the tenants, and as they had not sufficient means to purchase them, the matter dropped. I have lately renewed the offer by my agent, the rector, and myself to those tenants, and have informed them that they might avail themselves of the new Small Holdings Act, and I should be glad if some of them had accepted in order to see how the Act is worked; but they have refused, and prefer to remain as they are. Although I have sold about forty small holdings, and invested the purchase money in comparatively larger farms, yet the larger portion of my property in Anglesey is still divided into small holdings; and I could not sell any of the large farms, because of their residental value to me, and because in nearly all of them I have enlarged either the dwelling-houses or the buildings, and in several cases put up entirely new houses, without increasing the rent, and this outlay would be sacrificed; and unless the county council were to buy farms with worn-out houses and buildings, which must in any case come down, it could likewise not afford to sacrifice existing buildings, and tc erect new ones, for small holdings. So many of my tenants have been successful at all the agricultural shows that I am fully convinced that the proportion of larger farms which I happen to possess are necessary for good agriculture and its improvement, and also as encouragements for the smaller farmers to endeavour to rise from a small

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B.-VI. ANGLESEY.

holding to a larger one. They are also necessary for the supply of county councillors and poor-law guardians.

* * * * * *

"If prices had not been so reduced by unrestricted imports, the Small Holdings Act would not have been thought of, and unless prices will improve, few will avail themselves of the Act.

"I remain, &c.

"STANLEY OF ALDERLEY.

"Penrhos, Holyhead,
"September 29, 1892."

I have also received in the course of some correspondence with Lord Stanley of Alderley the following information about cottages, &c., which though not strictly confined to the Anglesey Union, relates to property within the island:—

Cost of cottages.

"I have only built one labourer's cottage, near Penrhos, Holyhead, by my own masons, and a nearly exactly similar one by Mr. Williams of Tan Refail for a small farm for about 150*l.*; both cost about the same, stone being close by. I am going to build another, similar, but with inside plan slightly improved, on a holding of 12 acres close to Llandrygarn church next spring. These houses are externally great improvements on the usual square boxes in Anglesey. There is a kitchen and bedroom on ground floor with pantry and lobby and two bedrooms above, spare place for boxes . . . I am going to put up a new building also at the same place near Llandrygarn church, as my agent said the tenant could then well pay 4*l.* a year more than his present rent of 12*l.* for 12 acres, which in 1816 let for 9*l.* 10*s.* You will see how little interest farm buildings and cottages give. It would have been better for me from a pecuniary point of view to have pulled down the cottage and let the land to the adjoining farmer. . . .

THE AGRICULTURAL LABOURER.

As to allotments, I imagine the supply is equal to the demand at Holyhead. I made 10, two years ago at Bodedern (in Holyhead Union) and one this year had some delay in letting. I fancy some might be wanted at Amlwch, but I have no land near there. As to my cow-runs (at Penrhos), 14 cows and three heifers were taken into the cow leys the last year, and they all belonged to persons in Holyhead.

Allotments and cow-runs.

"As to thrift of Cheshire or Anglesey labourers, I am hardly in a position to compare them. My agent here (Alderley Park in Cheshire) tells me this morning that lads of course are improvident, but that when they become men he thinks they save money. A good many of my tenants here (in Cheshire) began as farm labourers. The railway excursion trains do a great deal of harm in unsettling both town and country labourers, wasting their money, not benefiting their health, besides being a nuisance to the places visited. I have heard general complaints in Anglesey as to the idleness of labourers as compared with former times; my own observation is limited to remarks passed between me and my keeper on the men wasting too much time from their work watching us when shooting."

Labourers of Anglesey compared with Cheshire men as to thrift and efficiency.

Lord Stanley is also of opinion that the General Post Office ought to make it more generally known that the limit of investment has been increased to 100*l.* "I "find that the G.P.O. have what I consider an "erroneous idea that their savings' bank is only "intended for labourers."

APPENDIX E.

COST of BUILDING TWO FOUR-ROOMED COTTAGES at ABERFFRAW, ANGLESEY.

No charge is here made for stones, sand, or gravel except that of raising and carting them.

	£	s.	d.
Raising stones	16	5	0
Lime	7	4	0
Sand (cartage only)	1	2	6
Mason's contract	24	0	0
Gravel (cartage)	0	7	6
Hair (mortar)	0	6	0
Cement	0	7	6
Sills and hearth stones	1	12	6
Lead for roof	1	10	0
Skylights	0	13	0
Grates	1	4	0
Iron (chimney arches)	0	8	0
2,000 common bricks	5	8	0
1,000 fire ,,	3	14	0
1,000 flooring tiles and ridges	6	7	0
Slates, houses and sheds	15	12	6
Timber	25	0	0
Joiners	12	10	0
Nails	0	18	0
Locks, latches, hinges, and screws	1	4	0
Glass, paint, &c.	2	10	0
Sundry expenses	1	0	0
	£129	3	6

That is, say, 65*l.* for each cottage.

APPENDIX F.

RETURN OF WORKHOUSE CONTRACT PRICES.

	Half-year ended 25th March 1892.			Half-year ended 25th March 1882.	
		s.	d.	s.	d.
Bread	Per 14 lbs.	1	9	1	5½
Flour	Per sack	50	0	36	0
Beef	Per lb.	0	8½	0	6½
Mutton	,,	0	8½	0	7½
Suet	,,	0	8	0	6½
Cheese	,,	0	7½	0	6
Tea	,,	2	6	1	9
Coffee	,,	1	5½	1	4
Sugar	,,	0	3	0	2
Rice	,,	0	2	0	1½
Oatmeal	Per sack	33	0	31	0
Milk	Per quart	0	3½	0	3
Buttermilk	,,	0	0½	0	0½
Butter	Per lb.	1	1	1	6½

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No. of Days.	Total Expenditure for half-year ended 25th March 1882.	Average per Head.
4,068	£ s. d. 103 19 3	s. d. 3 5¾
	Half-year ended 25th March 1892.	
5,945	£ s. d. 107 6 8	2 5

APPENDIX G.

AGRICULTURAL STATISTICS FOR THE ANGLESEY UNION.

Since this Report was written a return has been furnished to the Royal Labour Commission by the Board of Agriculture, containing the following agricultural statistics:—

Crops in 1891.	No. of Acres.	Approximate per-centage of cultivated Area.	Live Stock in 1891.	
Wheat	79½	0·15	Cows and heifers of all ages, in milk or in calf	6,021
Barley or bere	746¼	1·42	Other cattle, two years old or more	3,710
Oats	7,747¼	14·74	Do. under two years	8,228
Potatoes	1,063¾	2·02	Total cattle	17,959
Turnips or swedes	1,850	3·52		
Closes and rotation grasses	13,153¾	25·02		
Other crops	348	0·66		
Total arable	24,988½	47·53	Sheep, one year old (or more)	11,848
Permanent pasture	27,583½	53·47	Lambs, under one year	10,739
Total cultivated area	52,572	100	Total sheep and lambs	22,587

APPENDIX H.

CLASSIFICATION of the OCCUPATIONS of PERSONS engaged in AGRICULTURE in the REGISTRATION COUNTY of ANGLESEY, according to the Censuses of 1871 and 1881.

1871.

Occupations.	Males.		Females.	
	Under 20 years of age.	20 years and upwards.	Under 20 years of age.	20 years and upwards.
AGRICULTURAL CLASS.				
1. Land proprietor (so returned)	—	25	—	4
Farmer, grazier	2	1,526	1	293
Farmer's son, grandson, brother, nephew (or daughter, granddaughter, sister, niece)	158	339	176	404
Agricultural labourer	143	1,055	4	21
Shepherd (outdoor)	1	1	—	—
Farm servant (indoor)	717	473	92	115
Land surveyor, estate agent	—	—	—	—
Land drainage service	—	—	—	—
Agricultural machine proprietor, attendant	—	—	—	—
Others engaged in agriculture	—	—	—	—
2. Woodmen	—	3	—	—
3. Nurseryman, seedsmen, florist	—	2	—	—
Gardener (not domestic servant)	3	48	—	1
	1,024	3,473	273	840
	4,497		1,113	
	5,610			

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Occupations.	Males.	Females.
IV. Agricultural Class.		
7. Persons engaged in agriculture :—		
1. *In Fields and Pastures.*		
Farmer, grazier	1,448	308
Farmer's grazier's son, grandson, brother, nephew	557	—
Farm bailiff	29	—
Agricultural labourer, farm servant, cottager	2,233	82
Shepherd	1	—
Land drainage service (not in towns)	—	—
Agricultural machine proprietor, attendant	8	—
Agricultural student, pupil	—	—
Others engaged in or connected with agriculture	—	—
2. *In Woods.*		
Woodman	—	—
3. *In Gardens.*		
Nurseryman, seedsman, florist	1	—
Gardener (not domestic)	53	—
	4,330	390
	4,720	

Note.—The above figures show a decrease between 1871 and 1881 of only 3·7 per cent. of all male persons engaged in agriculture, of 64 9 of females so engaged, while the decrease of both classes amounts to 15·8 per cent. The population enumerated in 1891 has not yet been classified according to occupations.

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ROYAL COMMISSION ON LABOUR.

THE AGRICULTURAL LABOURER.

WALES.

REPORT

BY

MR. D. LLEUFER THOMAS
(ASSISTANT COMMISSIONER),

UPON THE

POOR LAW UNION OF PWLLHELI
(CARNARVONSHIRE).

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THE AGRICULTURAL LABOURER.

To GEOFFREY DRAGE, ESQ., Secretary,
Royal Commission on Labour.

2, Brick Court, Temple, E.C.,
February 6, 1893.

SIR,

THE AGRICULTURAL LABOURER.

1. I have the honour of submitting to you my report on the condition of the agricultural labourer in the Poor Law Union of Pwllheli, in which I held inquiries, according to my instructions, in December 1892.

District visited; date of inquiry.

2. Owing to the somewhat delicate state of my health at the date of my visit, I held only two open meetings, one being on the 27th December at Sarn Meillteyrn, which is an easily accessible centre for the more remote portion of the Union, the other being at Pwllheli on the 28th December. To supplement the evidence thus received I had to rely upon private information obtained by interviewing farmers and others on market days, and by corresponding with representative men of the district. Among those gentlemen who materially assisted me in one way or other, the Rev. John Owen, M.A., of Criccieth, agricultural lecturer at the University College of North Wales, Bangor, deserves to be specially mentioned. His connexion with the district, whether considered from the point of view of long residence, or of his ministerial duties and opportunities, or from his former position as employer of labour, or his present office as agricultural lecturer, enabled him to speak on the different points of the inquiry with all the accuracy and authority of an expert, and with the sympathy and experience of a practical farmer. The chairman of the Board of Guardians, Mr. J. T. Jones, Parciau, Criccieth; the clerk to the Union (Mr. R. O. Jones); Dr. Thomas, Bottwnog; Alderman T. E. Griffith, Galltberen; and the Rev. J. Gwynoro Davies, of Barmouth, also rendered me all possible help, while Messrs. W. Prichard, Nanhoron; Abel Williams, Abersoch; and Evan Parry, Ysguborwen, may be considered to have been the chief exponents of the labourers' views on the questions inquired into, The inquiry was almost entirely conducted in Welsh.

Method of proceeding; acknowledgment of services.

3. The Pwllheli Union, which consists of as many as 32 parishes, and an acreage of 92,528 acres, with a rateable value of 69,388*l.*, has, according to the census of 1891, a population of 22,284, of whom only a very small portion is not dependent on agriculture. It occupies the whole of the peninsula of Lleyn, together with small portions of two other ancient divisions of Carnarvonshire, Arfon, in the direction of Carnarvon, and Eifionydd around Criccieth. It has a very extensive sea-board, amounting probably to about 70 miles, and its chief towns, Pwllheli, Criccieth, and Nevin, which are also contributory boroughs for parliamentary purposes, are seaports.

Description of the Union.

The surface of the country is undulating, but is broken by some three or four rather precipitous mountains—Yr Eifl, Carn Fadryn, and Mynydd y Rhiw—and containing some excellent valleys, well protected by thick plantations. The geological formation is chiefly Silurian. Its mineral productions, which are unimportant and but little worked, are slates (in "Sett" quarries), lead (worked in Llanengan parish), and manganese near Mynydd y Rhiw. But the Union is however largely affected by the great slate quarries of Llanberis and the Vale of Nantlle, both of which are at no great distance from its boundaries.

Nature of agriculture pursued.

4. A little less than two-thirds of the whole cultivated area of the Union is permanent pasture, the remaining one-third being arable land. (*See* Appendix E.) In the cultivation of the latter, the four-year rotation system is largely adopted, that is, oats, roots, barley, and seeds (hay or pasture). The foremost farmers—and these are the best able to pay their rents—go in for what may be termed high farming, and grow a large amount of roots, increasing on that account rather than reducing the number of their labourers. Some of its corn land is quite equal to that of the best parts of the Vale of Clwyd, but corn growing was largely abandoned as far back as 15 or 20 years ago, when farmers began to make stock raising their chief concern.

B.-VII. PWLLHELI.

One peculiarity of Lleyn is the utilisation, as winter fodder, of the gorse that grows on the hill sides. The farmers of the country chiefly depend on the raising and feeding of stock, and Lleyn has been famous from time immemorial for its cattle, assuming that the expression "Lloiau Lleyn" (Lleyn calves) refers to its live stock and not to its inhabitants. The horse and cattle fairs of Pwllheli are therefore well known for the number and excellence of the animals brought there for sale. Pigs are also very numerously reared. Where sheep are kept the farmer himself does all the shepherding.

Cost of labour in proportion to the acreage.

5. There is naturally a great difference in the cost of labour in proportion to the acreage of different holdings in the district. The Rev. John Owen, who has paid some attention to the question, made the following statement to me on the subject: "The lowest figure at which I "put the cost of labour is about 15*s.* per acre with "only one-tenth of the land in cultivation, and the "highest, where about one-sixth of the farm is under "corn or roots, and which is thoroughly well culti- "vated, at 29*s.* 6*d.* per acre. In the first case, the "wages equal the rent; in the second, it amounts to the "rent and half as much again. 1*l.* an acre would not "be a bad average for the Union. It is nearly all "light land." This estimate is exclusive of the food which is given in addition to the wages. In further illustration of the subject, certain extracts from labour books are given in Appendix C.

Ownership of land and number of free holdings.

6. The chief owners of land in the district are Lord Penrhyn, Mr. Assheton Smith, of Vaynol, and the Hon. Frederick G. Wynn, of Glynllifon (successor to the late Lord Newborough). There are but few small landlords who live among, and enjoy the intercourse of, their tenantry, nor does the total number of freeholders appear to be as large as might be expected. Most of the freeholdings are small in extent, and a good proportion were at first enclosures from common land. In those parishes where the freeholders are most numerous, many of the holdings were bought within the last 30 years by the sale of some estates, or portions of them, such as Brynkir and Madryn; for example, when a large part of the Madryn estate was sold, 59 of the tenants bought their own holdings.*

Remoteness from railway communication.

7. Railway communication is only accessible to the outer fringe of the Union. The Cambrian Railway which skirts the west coast of Wales from Aberystwith upwards, terminates at Pwllheli, while the L. and N.W. branch line, which runs from Carnarvon southwards, has its outlet on the same coast at Afonwen, a few miles east of Pwllheli. Thus the whole of Lleyn proper is outside the railway circle, which touches only the Eifionydd part of the Union. Aberdaron, the remotest village in the peninsula, is nearly 15 miles from its nearest railway station, Pwllheli, while the actual headland is about 2 miles further on. From the point of view of accessibility, the district is quite a contrast to the Anglesey Union, which I visited immediately prior to my inquiry in Pwllheli.

General character of the inhabitants.

8. Owing to the remoteness of the situation, the inhabitants are utterly free from English influence in social matters, and Welsh is the only medium of communication; but concurrently with this apparent isolation, there is a high standard of intelligence, particularly

* The following is a return of the number of freeholds in each parish. In a few cases glebe lands attached to rectories are inserted, so that the number may be taken to be less than the total given here:—
Llanengan and Llanarmon, 15 each; Aberdaron, 14; Abererch and Bryncroes, 12 each; Llaniestyn, 10; Llangybi, Rhiw, Llangwnadl, and Llanaelhaiarn, 8 each; Llangian, 7; Llanystumdwy and Pistyll, 6 each; Nevin, Criccieth, and Bottwnog, 5 each; Meillteyrn, Penllech, and Llanbedrog, 4 each; Llanfaelrhys, 3; Edeyrn and Denio, 2 each; Bodverin, Llanfihangel-Bachellaeth, Llannor, and Penrhos, 1 each; the six remaining parishes having no "freeholders." Total, 168.

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in Eifionydd, which has a high reputation in Wales for its appreciation of literature and its patronage of literary societies. Farmers appear also to have availed themselves to a remarkable degree of all the newest agricultural methods which are capable of adoption in their district. In fact, I am of opinion that the farmers compare very favourably with those of any other district in North Wales.

They take a more active part in farm work than their Anglesey brethren, and there is not in the district that social gap separating the labourer from the farmer which I observed in Anglesey and the Ruthin Unions. Their thrift and industry is evidenced by the way in which they have brought into cultivation the rough land on the mountain sides, adding year by year to the cultivated area a strip out of the waste land of the farm, using for the purpose the spade where the plough could not be worked.

I also found that the farmers pay a little more attention to accounts than they do in most parts of Wales, and two instances—rare elsewhere—were brought under my notice of employers who had in their possession books of wages continuously kept for nearly a whole century. (*See* Appendix C.)

I.—The Supply of Labour.

No scarcity of labourers, but demand not uniform.

9. The demand for labour is not very uniform throughout the year. When the days are short, and when the weather is likely to be bad, farmers try to manage with as few hands as possible, the result of this being that a few men here and there are out of work and complaining of the difficulty of finding employment. But when the days lengthen and the weather improves, the employers complain of the scarcity of men. Taking the Pwllheli Union all through, and the year all round, the supply and demand are pretty equal. There is a greater tendency to scarcity, the nearer one approaches the quarry districts, and it is perhaps chiefly felt around Criccieth, where much building has also been going on of recent years. Men who have any skill in making stone walls or fences often become masons.

Trained dairymaids difficult to obtain.

10. Neither labourers' wives nor servant girls work out in the fields at any time of the year—not even in harvest. Their duties are entirely confined to the limits of the house, dairy, and farm-yard.

There is also difficulty in obtaining good dairymaids, though perhaps it would be wrong to say that the supply of girls for general farm service is short. It is the trained and experienced girls that are scarce, as the best are drafted into domestic service in England by visitors who come to the Welsh coast in the summer time.

The supply of labourers as compared with the necessities of cultivation.

11. In considering the question of the supply of labour to meet the requirements of a good standard of cultivation, the farmers of the Pwllheli Union appear to have recognised that the necessities of a thorough cultivation have changed. It may as well be admitted that the old order of things has passed away, and that it is impossible to pay present rents for farms by farming along the old lines. The foremost farmers now (and these are the best able to pay their rents) go in for raising more roots, a policy which necessitates the keeping of more work-horses and a heavier live stock. On these farms more hands may be kept now, and it is beyond doubt not only that more men are required to cultivate the land thoroughly, but that the employment of a larger staff of men would help the farmers to meet their expenses. "For thorough cultivation, and for "successful farming in the present day, I believe," says the Rev. John Owen, "that the supply of men in "the Union is short by 30 per cent. Four men should "be employed for every three now employed. I have "been emphatically told by several leading farmers "that they could not pay their expenses if they em- "ployed fewer men. Their land would become less "productive, and their live stock would be reduced."

Very slight decrease in the number of labourers; an increase on some farms.

12. During the last 10 or 15 years there has been a decrease in the number employed on most of the farms, and another change in the same direction, but different in form, has taken place, younger hands, or indoor servants, commanding smaller wages being employed, though the number may be kept up.

But the best farmers are probably keeping a larger number of men than formerly. Thus it was emphatically asserted at Sarn that quite as many if not more labourers were now employed as compared with 20 years ago, and the increase was attributed to a change in the method of cultivation, more swedes being now grown. Another reason is that the amount of work done by each man is also less at present than it was at the earlier date, because (1) the hours of labour have been reduced, and (2) farmers have to employ young lads instead of married labourers, owing to the scarcity of the latter.

The Agricultural Labourer.

No immigration.

13. The Union is free from immigration of workmen at particular seasons. Many years ago the harvest used to draw extra men. At the present time machinery, *e.g.*, mowing machines and horse rakes have been employed instead of extra workmen. "No "labourers from other districts are to be met with "here in search of work," I was told at Sarn, but labourers from Lleyn frequently move away to Eifionydd, Arfon, Merioneth, and to South Wales, or they go to sea, and some emigrate "to America."

In the mountainous districts of Carnarvonshire, the hay harvest draws men from Anglesey and from Lleyn, who hire themselves for so many weeks at very good wages—3*s.* or 3*s.* 6*d.* a day. On the hill farms the crop is scanty and scattered, no machines can be used for mowing, and the weather is uncertain. They must get a good lot of hands to make the best of a dry week, or their hay may be out late.

Efficiency of labourers compared with former times.

14. All the evidence which I received goes to show that labourers in these days are quite as competent as they were formerly. In former years, however, a man would be kept all the winter to look after ditches, to drain, and to keep the hedges and walls in good condition. This man would be the "*cauwr*" (a man to repair fences), or "*dyn hefo'i raw*" (spade man). But lately this man has been dispensed with as a regular servant, and the work is done by the other servants, or a man is engaged intermittently for the work. In this branch therefore deterioration would be naturally expected, and it has taken place. Those labourers who can cut a clean drain, or set up a wall, or a mixed structure of stone and soil, are really scarce.

Compared with Anglesey labourers.

Compared with the workmen of other districts those of the Pwllheli Union stand very well. Ploughing and stack-making may be taken as fair tests. They do not come up to the best Anglesey men in showiness, but their stacks keep better in Lleyn, and they plough well enough for practical purposes. They cause no loss by want of finish.

Great improvement in general efficiency.

15. The replies quoted in the Appendix to Mr. Doyle's Report to the Royal Commission on Agriculture in 1882 are that the men had in the previous 10 years improved generally, and especially in ploughing, and that the South Carnarvonshire Agricultural Society and local ploughing matches had of late done much good towards improving the labour among other things in the Union. Judging from what I saw, the improvement is still going on, and is now likely to be put, in a few instances, at all events, on the firmer basis of a scientific training. The Rev. John Owen informs me that though only a few labourers attend his Welsh lectures on agriculture, still he has had two labourers who, though at first very deficient in their knowledge of English, have succeeded in gaining elementary and advanced certificates in agriculture in the South Kensington Examinations.

In point of physical capacity, although smaller in size than the Anglesey men, they can do quite as much work in a day. As cowmen they excel the Anglesey men, and are much sought for. "Porthwr o Leyn"—a stockman from Lleyn—gives a feeling of satisfaction to the Arfon farmer who has engaged one. This is quite natural. In Lleyn gorse have been extensively used for horses and cattle when the root crop had become popular in Anglesey, and more care had to be taken with stock to feed them well upon comparatively poor fare. The deficiency of the fare was made up in the grooming, hence the excellence of the Lleyn men. There is generally a feeling of rivalry between horse-keepers as to the smartness of their teams, and this causes them often to attend upon them late and early, at times not required of their employers.

II.—Conditions of Engagement.

Engagement of labourers done almost entirely at hiring fairs.

16. The engagement of both married labourers and of servants is done almost entirely at the hiring fairs of the district. As the hiring fair is not held until about the day previous to the nominal commencement of the new term of service, all the labourers have completed their previous contracts and go to the fair as "free" and disengaged men. A few of the best men only are sometimes engaged before the fair, but as a rule there

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is a fairly good understanding among the labourers and servants generally not to engage before fair day, so that they can be guided by the rate fixed there.

The chief hiring fairs are held at Pwllheli on May 13 and November 11, and, for the Eifionydd district, at Penymorfa on May 14 and November 12. There is also a fair held each term at Sarn Meillteyrn, in a few days after the above, and here farmers make up their complement of men should they have failed to do so at Pwllheli, or should any labourer fail to turn up to keep his engagement made at one of the previous hiring fairs. When wages are fluctuating the masters or the men are cautious at the Pwllheli fair, and at such a time a good deal of hiring is reserved for Sarn. Otherwise the Sarn fairs are really more for pleasure than business, and they are the means of draining the younger people of a large amount of money on useless trifles.

Half-yearly engagement of all labourers excepting a few "catch-work" men.

17. Thus the engagement both for married labourers as well as for youths is a half-yearly one, and very few are otherwise engaged. When this does happen they are engaged by the day or the week, but never by the month. Of course a few prefer to remain "free," as they say, and these find work here and there, often faring badly when the days are short, but making up for it in spring and summer.

The term of service nominally commences on the 15th of May and the 13th November respectively, but besides the fair day, on which the hiring is done, at least a day is, as a rule, given as a term-end holiday ("penty-mor")—sometimes as much as a week. Many years ago three or four days were always taken as holidays by the servants between their two terms of service, but lately there are so many gatherings that they wish to attend, such as fairs, ploughing matches, shows, preaching festivals, &c., that they agree to commence service earlier on the condition that they are allowed to go to those during the term. When the hiring is completed one often hears the labourer or servant saying, "Well, "I shall come to my place to-morrow night or before "breakfast on the day after."

Married labourers often employed at long distances from their homes.

18. The number of married men employed on farms is less than it used to be, and in these days they are very few. The reason for this is that country cottages have been done away with, and the families have been drawn to the towns and villages where the husbands find some employment other than as farm labourers. A married man living in town very soon gives up working on a farm by the term. One thing, almost peculiar to the district, is that very many married men often work on farms at a distance of from 5 to 15 miles from home, and they only come home occasionally to their families, according to the distance—once a fortnight, or a month, or twice in six months.

At Sarn, one employer said that one married labourer who has been in his employment for the last 21 years has his family living in a cottage 4 miles off, and goes home only from Saturday night to Monday morning, living during the rest of the week at the farm-house. This is more particularly found to be the case with labourers from the remote districts of Lleyn, who prefer the higher wages of Eifionydd and Arfon to the enjoyment of home comforts and the society of their families. But the reverse is sometimes found: Mr. Hugh Jones, Mochras in Ceidio, has a labourer from the town of Pwllheli, which is from 6 to 7 miles distant.

The farm labourers have to sleep in outbuildings along with single men; the latter take advantage of their freedom from restraint by spending their evenings until very late elsewhere, or by crowding together into the sleeping rooms of different farms alternately and there spending hours in boisterous talk and revelry. Married men therefore dislike this mode of life and get out of it if they can. The farmers also have a great objection to such visits by other servants.

Hours of work. The agitation for shorter hours.

19. Some four or five years ago an agitation was started for the purpose of obtaining shorter hours for farm labourers. The movement, I believe, spread into the district from Anglesey, and I have already given an account of its progress there. Possibly the influence of the quarrymen had a good deal to do with its development in both districts. But in Lleyn, contrary to the Anglesey movement, it appears that the only object in view was the reduction of the working hours. Prior to the movement they were as a rule from 5 a.m. to 8 p.m., that is, about one hour longer than was the case in Anglesey. Most of the meetings in South Carnarvon were held in 1889. Several farmers actually championed the cause of the labourers by helping them to organise meetings. Most employers were helpless to oppose the labourers' demand which they readily granted, and only a very small number were strong enough to be able to insist on the old hours, but by this time those have also followed suit.

Hours of work at present.

20. The normal working day for ordinary labourers is now fixed throughout the district as being from 6 a.m. to 7 p.m. with three meals within those limits of time. There are a few distinctions to be observed, such as the following:—

Those who are in charge of horses come to them at 5 a.m., and do not leave them until 8 p.m., though with most employers they do this of their own accord, out of their affection for the animals under their care. The hours of cowmen are less by about one hour, as they commence about 5.30 a.m. and finish about 7.30 p.m. As to ordinary labourers, some come at 6 a.m. in winter to help the cowmen, or to attend to a chaff cutter before breakfast, but since the agitation referred to most of them come straight to breakfast and really do not commence work till 7 a.m. In the evening they leave the field and come to the house for "tea" when darkness comes on, and then do some odd jobs by candle light until supper. In some places they get supper at 7, and then go for a stroll; at other places there is an express understanding at the time of their engagement that they are not to get their supper before the carters at 8 p.m.

All the foregoing applies to the winter time when the cattle are kept indoors. When the cattle go out the hours for all classes of labourers are from 6 a.m. to 7 p.m.

The hours of women and children.

21. Here, as in other parts of Wales, servant girls appear to have the longest hours of all those engaged for farm service, extending from 5 a.m. until almost any hour of the night. Owing to want of system they are kept up very late. It was suggested that they ought to be able to retire at 9 o'clock, but they hardly ever do so now.

Where children are employed their hours are much the same as those of the servant girls. They help at the milking in the morning and in the house in the evening. When they are employed to thin and weed root crops they work the same hours as the men, if not working by the piece.

Deductions for meal times.

22. It was stated by several witnesses that they did not know of a single farm where a stated time is allowed for meals. Formerly in very hot weather in summer, an hour was often given for dinner and a rest, but since the agitation, and probably owing to its success, this has almost disappeared.

The following are the customary meal times:—Breakfast at 7 a.m., dinner at noon, tea at 4.30 in summer, at 6 p.m. in winter, supper at 7 or 8 o'clock.

Taking three meals a day and allowing half an hour for each meal and the working hours from 6 a.m. to 7 p.m., the number of working hours will be 11½ a day. The fourth meal is outside the limit, as it only commenced at 7 or 8 p.m., as the case may be.

Sunday work.

23. Sunday work is confined to the winter time and chiefly to attendance upon the horses and cattle. If anything occasionally occurs in summer requiring one of the men to do some work there is no objection to it. As to winter time, three out of every four on a farm are more or less employed on Sunday, but there is no necessity for any to miss religious services except the cowman. Carters are able to attend three times if they like, but a cowman can only go in the evening. If he has an assistant, the latter can go in the afternoon and evening.

The hours of work on Sundays are not fixed. The carters come to the stable at 6 and remain, allowing for breakfast time, until they go to dress for chapel or church, say, at 9 a.m. or 9.15. They then spend an hour at noon in the stable, one and a half hours at tea-time, and possibly they may leave the horses without supper until after they come from church. The cowman has much more work to do on Sunday until about 5 p.m. He gives supper to the cattle either before or after the services.

When men are not sleeping on the premises the same hours prevail, unless it has for some special reasons been differently stipulated for in hiring.

III.—Wages and Earnings.

Current rate of wages with illus.

24. It is difficult to fix an average rate of wages, because, in the first place, wages rule higher in

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Illustrations from payments made by different employers.

Eifionydd than in Lleyn, and, in the second place, even in Lleyn itself wages are not uniform. Two contiguous farms may be employing men of the same class differing in wages between 2*l.* and 4*l.* a year. If a place has a reputation for good food and comparative comfort, labourers will engage themselves to work there for less wages. Besides this, there is a difference of 2*l.* or 3*l.* in the value of the services of grown-up men even when engaged in the same work. Leaving out of the reckoning both the higher paid foreman or "hwsmon" and the lads, I should think that 20*l.* to 23*l.* a year, or from about 8*s.* to 9*s.* a week, would be a fair average. In summer the average is higher, in winter lower.

The following are a few instances of the wages quoted by different employers. Taking the remoter districts of Lleyn, which were represented at Sarn, a foreman servant or "hwsmon" in those parts was said to be in receipt of from 13*l.* to 14*l.* for the winter term and from 13*l.* to 16*l.* for the summer term. Second servants or labourers receive 11*l.* or 12*l.* for the winter term and much about the same amount in summer. Third servants, who are chiefly carters, receive from 9*l.* to 12*l* per term. From 15*s.* to 18*s.* a week is paid to men living on their own finding, but there are hardly any working on such conditions in this part of Lleyn at present.

Around Criccieth wages are higher; the following were the wages at Parciau Farm for the two hiring terms of 1892:—

—	May to November 1892.	November 1892 to May 1893.
Foreman - - - -	18*l.*	17*l.*
Stockman or second servant, about 21 years.	12*l.*	11*l.*
Lad, between 16 and 17 - -	6*l.*	6*l.* 10*s.*
Managing housekeeper, engaged only where there is no wife.	10*l.*	10*l.*
Ordinary maid - - -	6*l.*	6*l.* 5*s.*

Owing to the great number of qualifications which are required in a good foreman or "hwsmon," and the difficulty of obtaining a labourer possessing all of them, the wages of foremen labourers vary very much more than those of other classes. Last year they were said to range from 27*l.* to 36*l.* for the whole year. A small number were said to have been hired at 18*l.* for the winter term. Several have been for 17*l.*, as in the above case at Parciau. In past years they have been receiving as much as 40*l.* a year, some even having 44*l.* a year, in addition (it must always be remembered) to their board, and, as a rule, to their lodging as well.

Mr. Owen Evans, of Broom Hall, who owns a good deal of land around Pwllheli, has a home farm of about 500 acres and employs two classes of labourers:—

a. Five carters and cowmen, who are lodged and boarded at the farm-house, and are engaged yearly. They are paid, on an average, 28*l.* a year.

b. Fifteen married labourers who live on their own food, 12 of them being paid 15*s.* a week and three elderly labourers 14*s.* a week. Though their engagements stated in the terms of a weekly hiring, they are employed all the year round and paid their wages, shelter wet or fine. They live in cottages on the estate for which they pay 1*s.* 2*d.* to 1*s.* 3*d.* a week as rent. Joiners and woodmen engaged on the estate receive from 18*s.* to 20*s.* a week.

Mr. W. B. C. Jones states, with reference to Criccieth, that he pays there 20*s.* a week to labourers, and "they expect to knock off at 12 on Saturdays."

Wages earned by day labourers.

25. The "free" or catch-work men who work by the day or week, or are more generally engaged for several weeks at one place and then at another, receive around Sarn 1*s.* 3*d.* a day, or in some places 1*s.* 6*d.*, that is, 7*s.* 6*d.* and 9*s.* a week respectively at the commencement of winter. In spring they receive 1*s.* 8*d.* to 2*s.* a day, in most cases the latter sum.

Nearer Pwllheli, some pay as much as 2*s.* 6*d.* a day for day labourers, though 2*s.* is more common. At Criccieth an "off-and-on man" costs 3*s.* 2*d.* to 3*s.* 4*d.* a day on his own finding.

It may be mentioned that everywhere throughout the country road labourers are paid a uniform wage of 3*s.* a day, or 18*s.* a week, on their own finding.

Rareness of piece-work.

26. So very little piece-work appears to be done in the district that most of the employers could not recall in their memory the prices which were paid on the rare occasions when work was let out by the piece. Singling and weeding swedes perhaps is the work most commonly done by the piece, and much of this is done by children, but I could get no price fixed for their work. Mr. J. T. Jones, of Parciau, was, however, having some drainage done on his property at the time of my visit and was paying 8*d.* per rood (of 8 lineal yards) for a drain 2½ feet deep in peat and gravel soil. This was done on the labourer's own finding, except that Mr. Jones' tenant, on whose farm the drainage was done, provided him with dinner every day.

Harvest payments.

27. In the further end of Lleyn from 2*s.* 6*d.* to 3*s.* a day, in addition to food, is paid to any extra labourers that may be required in hay time, while in corn harvest there is hardly any advance on the ordinary spring wages of 2*s.* a day. As a general rule no extra hands are engaged for the corn harvest in any part of the Union, and in Lleyn proper, owing to the larger cultivation of swedes, the hay harvest is not so important, nor does it require so many labourers as in Eifion. Nearer Pwllheli from 2*s.* 9*d.* to 3*s.* a day is paid to extra men in hay time, while still nearer the quarry district as much as 3*s.* 6*d.* is paid, or more generally 1*l.* a week for one month certain. Another difference is that the food provided is more liberal than usual.

Harvest hiring.

Hiring for the hay harvest in the Eifionydd part of the Union is done at the Criccieth Fair, held on 29th of June, which is sufficiently early for the mountain crops of that country. Elsewhere the hiring is done privately.

Perquisites and allowances.

28. The labourers of the present day get fewer extras than those of 20 years ago. In some cases a labourer gets ground to plant potatoes on the farm. He supplies the manure, and sometimes keeps the plot clean from weeds, &c., but the farmer may lend him the horses to dig the potatoes and cart them home, and sometimes they are horsehoed, &c. with the farmer's crop. But as a rule the farmer knows the advantage of spade culture, and the labourer has to cultivate his own plot.

Buttermilk is often given, sweet milk very seldom. Seed potatoes are also given. Straw for pig litter, and chaffed straw or oat chaff for the beds of the labourer's family should also be mentioned.

Clothes for the children are sometimes given by the more generous farmers. A farmer seldom grudges a cart and horse to fetch the labourer's coal from station or port. Most of the perquisites or allowances mentioned are only applicable to married labourers however, and it is significant that farmers do not appear to set any value against them, as the wages of a married man in receipt of such perquisites are no less than those of an unmarried one of equal efficiency who requires neither coal, potatoes, nor pigs' litter. The only kind of allowance occasionally granted to both classes of labourers is that in some cases a labourer or servant is allowed to graze a sheep or a heifer with the farmer's flocks, but at present this seldom occurs, and never hardly is a labourer's milch cow allowed with the farmer's cows.

Board and lodging of labourers chief payment in kind.

29. The chief if not the only payment in kind is the food given in addition to the money payment of the labourers. Much difference of opinion prevails as to its value. The Rev. John Owen made an inquiry on these points on my behalf, and stated that certain three employers, whom he considered most competent to form an opinion, but who, he also stated, keep their men probably better than the average, were positive in their own minds that 8*s.* a week would not be too much.

On the other hand, when a labourer is engaged on his own finding, there is never this amount of difference between his wages and those of the boarded labourer. In that case the difference varies between 4*s.* 6*d.* and 7*s.* a week, and in all probability that must be taken as fairly representing the value of the food. It was generally stated that if the wives of labourers were capable of managing the wages well, and knew something about cooking, it would be better for the labourer's family if he received an extra 5*s.* in lieu of his board and lived at home on his own finding.

Estimate of total earnings.

30. Estimating the food therefore at 5*s.* a week, the following represent the total earnings of different classes of men in the Union:—

Ordinary labourers, from 33*l.* to 36*l.*
Foremen 'hwsmoniaid," from 42*l.* to 48*l.*
Cowmen, 38*l.* to 40*l.*
First carter, 38*l.*; second carter, 33*l.*

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There are no men who are employed exclusively as shepherds in the Union, though a large number of sheep are kept.

Fluctuation in wages within the last 15 years.

31. In 1867 Mr. F. H. Norman, in his Report to the Commission on the Employment of Women, &c. in Agriculture, quotes the following evidence as to wages in the Pwllheli Union :—

"R. Lloyd Edwards, Esq., Nanhoron, Llangian parish :—The best men get as much as 15*l.* for the half year, an ordinary man from 9*l.* to 12*l.*, but if the farmer requires extra men in the winter for draining, repairing fences, &c., they sometimes do not board them, but give them about 1*s.* a day, the run of a cow, or of half a dozen sheep, and some corn, or 1*s.* 6*d.* a day without allowances . . . I hire labourers by the week, and pay 13*s.* a week to the best man, and 12*s.* 6*d.* to the ordinary men, on their own finding."

This must have been above the average, as Mr. B. T. Ellis, of Pwllheli, local agent for Lord Penrhyn, stated that he paid only 12*s.* a week to ordinary labourers all the year round; and in modern times wages have always been higher arcund Pwllheli than they would be further west in Lleyn.

After this date wages continued to go up in the district until May 1879, when the agricultural depression of that period reached Lleyn, and a slight reduction set in. The very highest point was reached in 1878, and wages have never been so high since then. The quarry industry was in a most flourishing condition at the time, and was, as usual, about the last in the whole country to suffer from the depression, being also about the last to revive after each depression. This is explained by the fact that when all goes well, numerous building operations are commenced, but when a depression sets in, the demand for slates continues for some time longer, until the buildings have been completed—their roofing being almost the last work done to them.

In 1882 Mr. Doyle in his Report to the Royal Commission on Agriculture, p. 39, quotes the following reply with reference to the Pwllheli Union :—

"Wages being much lower than in preceding years, labourers and small farmers have been rather depressed in condition, and those who had deposits in the savings and other banks have been withdrawing extensively."

Wages continued to remain at the reduced rate from 1880 to 1885, and suffered a still further reduction in 1886–1888, but have since gone up again, though not to the maximum reached in 1878.

Extracts from wages books, covering the period referred to above, are given in Appendix C.

IV.—Cottage Accommodation.

Irregular distribution of cottages.

32. The distribution of cottages in the district is very unequal. While labourers seek employment at such places as they can get the highest wages, they have to leave their families to live wherever a cottage can be found. Thus there are many men who are employed on farms 15 or 16 miles away from their families (*see* paragraph 18). There is a marked difference to be noticed in the supply on different estates. On the Vaynol and Nanhoron estates there is a plentiful supply of cottages, and more especially of small holdings which are not too large to prevent the occupiers from permanently engaging themselves as farm labourers. On the other hand, it was the lifelong policy of the late Lord Newborough to do away with cottages and small holdings, with the view of grouping all his estate (known as the Glynllifon estate) in a few large farms.

Cottages chiefly clustered in hamlets on hillsides and near commons.

33. In driving well into Lleyn very few cottages are seen dispersed here and there on farms, or along the roadsides. They appear to be grouped on the slopes of certain hills, where there formerly was commonable land, some of which has probably been enclosed as building sites in many cases. As most of these cottages have their walls whitewashed, they stand out clearly on the hillsides, and add colour to the landscape. These squatter cottages, if they are such, are to be found on Garn Fadryn, Mynydd y rhiw Rhos-Hirwaun, and Mynytho. They are too scattered to be regarded as villages, and still they occupy portions of the country quite apart from the farms. In approaching nearer Arfon and Eifionydd there are several villages containing cottages of a somewhat better class, but they are mostly occupied by quarrymen, artizans, or labourers engaged in some industries other than farming, while the farm labourers required in the district are often drafted from the remoter parts of Lleyn where they leave their families behind them. This appears to be the case with the villages of Fourcrosses, Chwilog, Edeyrn, and Llanaelhaiarn. Nevin, on the other hand, is largely inhabited by seafaring men.

Description of cottages as to construction.

34. As to construction, all the older cottages in Lleyn are of the same "square box" type as the Anglesey cottages, which I have described in detail in my report on that district. They are mostly stone walled, but on Rhos-Hirwaun, and possibly in some other parts, there are still many mud-walled ones. Owing to the nearness of the quarries, slates are generally used for roofing, but some thatched cottages are still found. An idea of the wretchedness of some of the older cottages may be gained from the following facts which were given in evidence in a case of alleged arson which came before the Pwllheli magistrates on the 16th November last. It referred to a cottage in the parish of Llanengan, on Mr. Assheton Smith's estate, but let along with a farm called Garreglwyd. It was sublet by the farmer to two women who were cousins; one of them who had come from the workhouse had two illegitimate children; all four slept together in one bed. The house which was straw-thatched and mud-walled had been divided into two rooms by a partition of cloth which had been made by one of the women. The rent was 1*l.* a year.

The majority of the cottages have two rooms downstairs, a kitchen and a "chamber," and a half loft over the chamber. The newer cottages as a rule have a complete loft over the whole house. Where the ground floor is partitioned into two rooms, the size of the living room is generally about 20 ft. × 16 ft., and that of the other room about 10 ft. × 7 ft. There is generally only one door, and the buildings are often badly finished and draughty. Most of the older cottages have large open chimneys which form the chief means of ventilation.

A few typical measurements.

35. The following are the measurements of a few representative cottages :—

1. A sample of the more primitive straw-thatched type in the neighbourhood of Abersoch has a total outside measurement of 34 ft. by 15 ft. It is divided into two rooms, a kitchen and a "chamber," but there is no loft. There is a good garden but no privy. Rent, 3*l.* 10*s.*
2. There is in the same place a row of five comparatively modern cottages, the outside measurement of each being 15 ft. by 15 ft. One room only on the ground floor, and there is a loft which is partitioned into two rooms. A garden measuring 30 yards by 4 yards is attached to each. Rent, 3*l.* 5*s.* As many as eight persons sleep in some of the cottages in this row.

The following are cottages at Bottwnog, their measurements having been supplied me by Dr. E. Thomas :—

1. Pentre, in the occupation of James Hughes. Rent, 4*l.* 10*s.*

—	Length.	Breadth.	Height.	Cubic Feet.
	Feet.	Feet.	Feet.	
Kitchen on ground floor	13 ×	11 ×	11	= 1,573
Bedroom, ditto (containing one bed) -	8 ×	13 ×	7	= 728
1 bedroom in loft (containing two beds) -	8 ×	13 ×	6	= 624

Garden, measuring 45 yards by 17 yards.

2. Glanrhyd, in the occupation of Robert Williams. Rent, 3*l.*

—	Length.	Breadth.	Height.	Cubic Feet.
	Feet.	Feet.	Feet.	
Kitchen on ground floor	11⅓ ×	11 ×	7⅓	= 948¾
Pantry „ „ -	11½ ×	4 ×	7	= 322
Bedroom on loft (containing 1 bed) -	7 ×	6 ×	8	= 336
Bedroom, ditto ditto -	13½ ×	8½ ×	8	= 918

Garden, measuring 22 yards by 21 yards.

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General sanitary state of the dwelling-houses.

36. In those districts where labourers' cottages are mostly found, the drainage, if any exists at all, is very defective. This applies, for instance, to Sarn, Meillteyrn, Mynytho, and Rhydyclafdy. This naturally has its effect on the purity of the water supply, which is entirely dependent on surface wells. It might be said that in Lleyn proper, privies are an exception rather than the rule. Such conveniences are too often regarded as expensive luxuries, which meddlesome officials thrust upon the people without any necessity for them. Pig-styes leaning against the walls of dwelling-houses are very common. The following extract from the last report of Dr. Hugh Rees, medical officer of health for the Carnarvonshire combined sanitary district, shows the general disregard with which sanitation is treated, not only by individuals but apparently by a whole community. He says:—

"In the course of another visit (to Nevin) I attended to a case of nuisance of a somewhat aggravated character, caused by accumulations of filthy matter heaped up against the wall of Moriah Chapel, and by other unseemly nuisances. The place first visited was the privy, which should have been emptied and cleansed long before; to do away with the nuisance plenty of sand or earth should be used. The next place was a shed employed for salting bacon. This was followed by another shed which is a lean-to, the vestry wall being utilised for this purpose, and great complaints were made regarding the effluvia in the vestry. The next objectionable feature was a large accumulation of ashes, pig manure, and straw, and finally a second pig-sty containing two pigs. From both sties there was a considerable amount of liquid manure, flowing down in the direction of a row of houses."

When such a state of things is tolerated by a congregation, composed presumably of all classes of the population, until the nuisance becomes of the aggravated character described above, no very high standard of sanitation can reasonably be expected around the cottages of the labouring class. In the same report the medical officer refers to another nuisance which is of a kind that is exceedingly common in country districts. In a house near Sarn Feillteyrn "the ground floor "chambers were rotted away with moisture from the "foundation, and the bedroom floor as bad; the bed "was mouldy and the sleeping rooms were dangerously "dilapidated, besides being very damp. The roof was "also dangerously dilapidated. Water flowed from "the walls and into the bed." The roof of another house in the same district was very leaky, there being "about "two inches of water on the floor and close to an "abominable gutter." As such a large proportion of labourers are lodged at the farmhouses where they are employed, it is quite as important to know exactly what the sanitary condition of the farmhouses are as it is to know the state of the cottages. I shall, however, again refer to the sleeping accommodation provided for labourers when I deal with their general condition.

Occupation and tenure of cottages.

37. Cottages that are situated on farms are generally let in the first instance to the farmer and then sub-let by him to the labourer. But it was stated that scarcely one-twentieth, or perhaps even only one-twenty-fifth of the total number of cottages are let in this way as they have largely diminished in number. There is hardly ever attached to their occupation any restrictive conditions requiring the labourer to work on a particular farm. Village cottages are, on the other hand, generally held by the labourers directly of estate owners. A few labourers are owners of the cottages they occupy. The rent varies from about 2*l.* to 5*l.*; for this sum a garden is always included and sometimes a plot varying from 1 rood to 3 acres. The better class cottages at Sarn, Edeyrn and other villages are let at 5*l.* and 6*l.* a year, but these are generally occupied by artizans, labourers finding them too expensive. The rates are paid sometimes by the landlord, but oftener by the tenant, and average about 5*s.* yearly (taking 3*l.* 10*s.* as the average rent).

V.—Garden Allotments, &c.

Great variety in size of gardens.

38. Gardens of varying size are attached to most of the cottages. Their extent runs from one-twentieth of an acre up to half an acre, but the larger number measure about one-eighth of an acre (or 20 perches). Potatoes only are grown in the smaller sized gardens, but occasionally a little corn is sown if the garden is large.

Instances of allotments

39. No use has been made of the Allotments Acts in the district. Some provision has been made privately by owners of land in different districts. At Criccieth a number of plots measuring about 28 feet by 80 feet each, *i.e.*, a little over one-eighteenth of an acre, were let as allotments. They were all taken at rentals of from 9*s.* to 12*s.* each, which is equal to about 9*l.* 10*s.* an acre. A few only were, however, taken by labourers. (*See* Appendix D.) At Pwllheli there are no allotments proper, but several farmers who have land around the town let potato grounds to the inhabitants for the sake of the manure which they bring to the ground. On this account the clerk of the Union was of opinion there was no necessity for allotments at Pwllheli.

Conditions of allowing potato grounds.

40. Potato grounds are very generally granted, if the applicant can provide the required manure. Presumably they are not so numerous as they have been. One employer said that in former years he used to get much manure in this way, but that after the Public Health Acts had come into force he gets but very little. The usual condition is that the labourer, besides supplying the manure, cultivates the ground except the first ploughing. (*See* paragraph 28.) Sometimes his wife gives a little help in harvest, but the farmer also lends his cart and horse to take home the potatoes. The size of the ground granted varies according to the quantity of manure, about 80 square yards being allowed for each load of manure. Some farmers near the larger villages make a charge for carting the manure from the village to the field, 2*s.* a load being mentioned in one case.

Live stock kept by the labourer. Pigs and poultry very general.

41. At present there are practically no cow runs granted for milch cows in the district; one instance only was mentioned after a considerable inquiry at Sarn). A heifer is sometimes kept by an employer for his labourer.

Pigs are very generally kept, the district ranking with Anglesey for its large supplies of pigs. Almost all the pigs are sold, the money being devoted to the payment of the rent of the cottage. It is seldom that a pig is killed by a labourer for the use of his family. Poultry are also kept, more with the object of having some live stock about the house than with the view to profit. No special effort is made to render poultry keeping remunerative. Very few keep bees. Alderman T. E. Griffith said that, through the medium of the Welsh Press, he had been urging the labourers to do this, as the heather and the gorse on the hillsides would provide excellent natural food for bees. It was stated that some labourers who did however keep bees had been making about 30*s.* a year from them.

Facilities for labourers to keep cows.

42. It is not by means of cow runs, &c., that any labourers are able to keep cows in the district but by occupying small holdings. These are numerous in some districts and on some estates, while from others they have been completely done away with. It was also stated that there are also several tracts of commonable land in different parts, and labourers if they have a small holding are greatly assisted by being able to pasture a cow or some sheep for a part of the year on such common. Thus in the parish of Pistyll there is, it was said, about 20 acres of common for the use of the labouring poor; there is a smaller one at Nevin. The Mynytho common in Llangian was said to be too rough for pasture or for cultivation, but it is very extensive. Sheep are pastured by labourers on a common known as Annelwog and situate somewhere beyond Sarn. Rhos-Hirwaun was until recently an open common, but it is now enclosed. Mr. Abel Williams, of Abersoch, writes: "We have in this parish "a Parc y brenhin (*i.e.*, the King's Park). I am told "that a privilege enjoyed by the poor for ages, by "which they supplied themselves with fuel has been "stopped." He probably refers to common of turbary. I believe similar instances could be multiplied, but I was unable to pursue this branch of inquiry any further.

VI.—Benefit Societies.

An account of the existing benefit societies.

43. Comparative little use is made by agricultural labourers of benefit societies in the district. The following are the chief organisations. The only society for the remoter portion of Lleyn is the Sarn Meillteyrn Friendly Society. In March 1892 it had 245 members, consisting of farmers and labourers drawn from a radius of about 6 miles. In 1885 the membership had been as high as 357. In November 1890 the society had 300*l.* in the bank and over 100*l.* in the treasurer's hands, but in November 1891 there was only 283*l.* in the bank and 78*l.* with the treasurer. The monthly contribution is 1*s.*, and the highest sick relief 6*s.* per week. The nearest society to this is

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at Edeyrn, known as the Madryn Royal Lodge, with 240 members, including many labourers. Its invested funds exceed 600*l.* and the society appears to be financially sound. At Nevin there are two societies, one a lodge of Foresters with about 200 members, and another a local independent society in a somewhat decaying state with less than 100 members. Only a very few agricultural labourers belong to either. It was mentioned that two local benefit societies had died at Pwllheli, but there are still branches of Oddfellows and Foresters in the town. The former, established in 1839, has 140 members, of whom only six are agricultural labourers, the majority being artisans and sailors.

It is difficult to estimate the proportion of labourers who belong to clubs; Mr. Hugh Jones, of Mochras (in Ceidio parish), said that of 15 labourers who had been in his employment from time to time only two belonged to any. Mr. William Davies, Saethon (Llangian), said that not one out of five labourers in his employment are members. Mr. Evan Parry, of Ysguborwen, a labourer who had risen to be a farmer, expressed no confidence in clubs and said banking was the best method of saving. He had once been fool enough to belong to a club but it was wound up, and he had lost money by it.

Other methods of saving and providing for the future.

44. A society known as the Lleyn and Eifionydd Building Society has its headquarters at Pwllheli; the secretary informed me that about 160 agricultural labourers were depositors in it, but he could think of only one who had purchased his own house through its medium. There was also a local savings' bank at Pwllheli which was voluntarily wound up in August 1891. The only reason for doing so was that the directors felt that the Post Office Banks could at present serve the purposes for which their bank was originally intended. The deposits at the time of the winding up amounted to the large sum of 21,000*l.* It had been largely used by labourers and small farmers among others. Many took their money to the Building Society, others to the Post Office Banks, and others to the Limited Liability Banks of the town. One labourer from beyond Sarn had in it 400*l.* with which he bought a small farm.

These appear to be the chief methods of saving in the district.

Several persons suggested that the accounts of all friendly societies as well as of building societies should be subject to periodical audits and surprise visits by a Government auditor, similar to the auditors of the Local Government Board.

A large life insurance business is done among the labouring class even in the remotest districts by the Prudential Assurance Society, more especially in insuring the lives of children.

VII.—Trade Unions, &c.

No serious attempts to form a union.

45. With reference to this subject I have nothing to add to what I have already said in dealing with the agitation for shorter hours (*see* paragraph 19). Even at that time no permanent general union was attempted.

VIII.—General Relations between Employer and Employed.

Feeling generally very friendly, but some men soured after the agitation.

46. The general relations were unanimously described as very satisfactory. At the time of the agitation referred to a little friction did apparently occur; and though it soon passed away with the generality of the labourers, it has left its mark on a certain class of them. Those who are not in charge of cattle or horses are said to be more careless of the employer's implements or property. Nor are they so ready as they used to be to drive trespassing cattle, &c. out of the farmer's corn, &c., or do any other little acts that may be regarded as works of supererogation. But it was clearly shown at the last hiring that the labourers as a class are well-disposed towards the farmers. The low prices which have lately ruled for stock drew from the labourers unmistakable proof of their sympathy with the farmers. Scarcely any one tried to obtain an advance of wages, while many were not only quite ready but actually volunteered to hire themselves at a reduction on their former wages. It is pretty generally admitted that the employers would give higher wages if they could, and the labourers recognise and appreciate their fairness in this respect.

IX.—General Condition of the Agricultural Labourer.

Accommodation of labourers is the only serious and universal grievance.

47. The one serious defect that at present mars the condition of labourers in the district is their unsatisfactory accommodation at the farm-houses. As in Anglesey, their sleeping place is generally the stable loft or a rudely finished room over an open shed. Though perhaps the rooms are not quite so utterly devoid of comforts as they are in Anglesey, still the evil is much aggravated in this district owing to the frequent necessity for the married labourer to live in them along with the younger servants if he is employed at too great a distance from his home. It is peculiarly objectionable to such men to have their nights disturbed by the rowdyism which is often inseparable from a class of young servants. As these stable lofts are often used as meeting places for the younger men at nights, the rest and quietude of older labourers are consequently disturbed. Nor is there as a rule any place for the men to sit and stay in after supper unless they go straight to their beds, or go to some other stable loft to spend the evening with other servants.

Mr. Evan Parry, who is now a small farmer but had been in service on farms for many years said: "Thousands "of times did I suffer from cold as a servant; I was not "allowed to go near the fire, and though I was fond of "reading I had no place to do so except in the stable "loft. Labourers now spend their money by going to "the villages, and drinking and buying tobacco. They "go to the public-house because it is clean, light, and "warm. It is the want of suitable accommodation for "farm servants that makes so many of them spend-"thrifts and something worse. Given a comfortable "place where the men have perfect freedom to smoke, "read, or amuse themselves, in whatever way they like, "and then most of them are likely to stay at home."

Statement of a country tradesman on the question

48. The following is what a country tradesman, Mr. Abel Williams, of Abersoch, says on the subject: "It "is my firm conviction that the most serious and "crying evil which farm labourers are subject to is "the want of home comforts after their day's toil. "Landlords ought to be compelled to provide servants' "rooms which they can call their own and to which "they could retire after their day's work to read or "converse together, with fire provided in the winter, "and beds in a loft above. As it is, young men after "supper at 7, have nowhere to go except to the "stable loft, winter and summer, or the public-house, "or stroll about and seek opportunities to disgrace "young female servants, which is abominally prevalent. "We cannot expect to raise the social status of the farm "labourer until he has a home in the evenings and at "night. I know some of them are so hardened that "they would rather be as they are and would go on as "before, but this in itself is a strong reason in favour "of a change. In time things would be righted. The "farmer himself cannot be altogether held responsible "for this state of things. He and his family want "their kitchen for their own use. I cannot see a way "out of it but by making it binding upon every "landlord to provide the rooms. Some farm-houses "are better than others in this respect."

Sleeping apartments of servant girls also unsatisfactory.

49. But in many cases the sleeping accommodation of the servant girls on farms are almost equally objectionable in many respects. Though they sleep within the farm dwelling-house the room is generally the poorest and the bed and bedclothes comfortless. In some cases the sleeping apartment of the husband and wife, or may be of some of their children, can be approached only by going through the servant's room. In my report on the Dolgelley Union I referred to the prevalence of the same arrangement in some parts of that Union.

Defective accommodation together with the hiring fair the cause of much immorality.

50. In such circumstances it is perhaps not to be wondered at that the number of illegitimate children born in this district is very high. In 1842, out of each 1,000 births in the registration district of Pwllheli there were 76 illegitimate children. Since then the proportion has alarmingly increased so that the annual average for the five years from 1884 to 1888 was 114 per 1,000 births, or in other words slightly over one out of every nine persons born is illegitimate. Among other things that contribute to produce this phenomenon are the hiring fairs. The term of service ends on the morning of the fair. The labourers are paid their wages that morning, and they are free of their old masters; *so also are the girls*. Both spend their money freely in the fair, and though perhaps not much intoxicants are consumed, still to those so unaccustomed to strong drink as the Lleyn men, a little drink coupled with the excitement of the occasion renders them scarcely responsible for all their actions by the evening. There is no fixed rule as to where the liberated servants are to go to sleep on the fair nights. Sometimes they go to their parents' home; sometimes to the farm which they left

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in the morning. The girls if so inclined may mislead their parents by suggesting that they intend returning to the farm, while they may also mislead their mistresses by intimating their intention of going home. The result is that there have been cases where girls have by this device been able to stay late in the town, but then have become afraid of going into the farm dwelling-house, and have been induced to spend the night in the outbuildings instead. Shame and disgrace are the almost inevitable consequences. In this respect many declare the hiring fairs to be a great curse to the country, though the system of outdoor sleeping places for the men has also much to do in providing the opportunities, if not the temptations, for much illicit intercourse.

Character of labourers in other respects sober, but not sufficiently provident when unmarried.

51. There is, however, one trait in the character of the labourers that deserves commendation. As a class they have a high reputation for their sobriety, but the use of tobacco is very prevalent and largely on the increase. Alderman T. E. Griffith said that 800*l.* is spent every year in tobacco in Lleyn. It was also mentioned that one result of the reduction of the hours of labour is that the labourers spend more money on clothes and useless trifles. They must have extra suits, as they have time to change their clothes and go somewhere off the premises after their working hours. It is often difficult for the men themselves to say on what their money is really spent. Thus one employer said that his servant once had 1*l.* of his wages to go for a holiday to Carnarvon, a distance of about 15 miles; he brought back only 6*s.*, but he positively could not say how the money had gone except what he had paid in train fare.

Opportunities for saving.

52. Unmarried men are in a position to save a good deal of money, but comparatively few do so. With the most saving the Sunday suit of clothes and pair of boots last for many years. The case was mentioned of one labourer who in 1875 out of 44*l.*—his wages for that year—placed 41*l.* in the bank. He has now been married over nine years, and still wears on Sundays the same boots and most of the clothes that he had before his marriage. At Sarn an instance was given of a farm labourer who now holds a farm of 140 acres, while another has a holding of 360 acres, but these, it was promptly added, are exceptions. On the whole, very few labourers become employers. (I have already given another instance in paragraph 44.)

A married labourer if he does not occupy a small holding where he can keep a cow or two is generally unable to put any money by. It was mentioned that in such a case labourers buy their butter from their employers at about 1*d.* per lb. less than the market price. They generally take it home in a can of butter-milk which they are also allowed in addition.

A labourer's budget with remarks.

53. The following example of the way in which a labourer's wages are distributed has been forwarded to me by the Rev. J. Owen:—

"The family in question consists of husband and wife and eight children. Two of the children have just gone to service. The eldest girl, 18 years of age, is at home in indifferent health. Wages of husband 29*l.* a year with potato ground given by his employer, horse to cultivate and cart them, and to fetch coal twice a year.

"Rent 3*l.* 10*s.* a year and rates 5*s.* = 3*l.* 15*s.* for a cottage and small garden.

"A pig is fed and sold.

"For flour, one sack every six weeks (30*s.* to 33*s.*).

"¼ lb. tea, from 1 lb. to 2 lbs. sugar, butter-milk 2*d.* to 3*d.* a week, butter 2 lbs. per week.

"After deducting the rent, the flour amounts to more than half the wages.

"No sweet milk is bought and no meat except 1 lb. of bacon now and then. The different meals are as follows:—

"(1.) Breakfast, bread and milk. (2.) Dinner, potatoes and milk and sometimes bread and butter. (3.) Tea. (4.) Supper, porridge and milk. The milk in each instance is butter-milk.

"The amount left for clothing does not exceed 1*s.* 6*d.* a week, but they pay their way and the children are clean and tidy and go to chapel every Sunday and oftener. They look fairly well but their constitutions will not stand treacle.

"Now in this case the wages are above the average, also the family. The rent is about the average, and it is evident that a labourer with a family can barely get the necessaries of life. Should any sickness come debts are certain to come also.

THE AGRICULTURAL LABOURER.

"In other families the only difference is that tea is often taken three and four times a day instead of the butter-milk. These had not saved any money when they married, he being then 21, she 24 years of age. They are both steady and good workers, but the wife cannot do more than take care of the family. They cannot save money; were the husband to die, the workhouse must be their lot."

Usual food provided at farm-houses.

54. The following is the usual fare provided for labourers at the farm-houses where they are employed:—

1. *Breakfast.*—In winter it consists alternately of thin soup ("potes"), bread, and butter-milk, and washbrew (colloquial Welsh "briwes," being oatmeal cake steeped in broth). Tea follows in many cases.

   In summer, oatmeal or wheatmeal gruel or sweet milk.
2. *Dinner.*—Salt beef or bacon and potatoes with butter-milk as a beverage. The practice is growing of buying a quarter of beef from time to timo instead of killing an ox. In this way fresh meat is very frequently given on some farms, more particularly in the Eifionydd district, where perhaps the men are fed better than in any other part of Wales and where farmers recognise that it is a false economy to give poor fare to their labourers. In Lleyn proper the fresh meat is chiefly confined to Sundays. A goose is often divided among the whole family on Sundays in the autumn.
3. *Tea.*—With bread and butter.
4. White flummery ("llymru") with sweet milk in summer, and in winter porridge with butter-milk or "uwd peilliaid," *i.e.*, pap, or milk thickened with flower.

Scanty means of recreation.

55. There are hardly any of the ordinary means of amusement, recreation, or of education available for the agricultural labourers. There has been hardly any effort to provide reading rooms or workmen's institutes in villages which are agricultural centres. At Pencaenewydd in the parish of Llangybi about 20 years ago a small library was started in the vestry of the Calvinistic Methodist Chapel. Books were presented to it by the chief landowner of the immediate neighbourhood, J. C. Williams Ellis, Esq., and these were supplemented by the gifts of others and from time to time by books bought with money from collections made in the chapel in aid of the library. Many of the labourers did not avail themselves of this opportunity, but a few did, and the library is fitfully patronised, sometimes very well, at other times but scantily. During the last five years small libraries have been started in different places by the Calvinistic Methodists in connexion with their Sunday Schools. A few, in fact very few, of the labourers are said to use them but their children do. Courses of lectures in agriculture are being delivered in Welsh in different parts of the Union under the auspices of the University College of North Wales, Bangor, but only a few labourers hitherto attend them. The success of two agricultural labourers in gaining elementary and advanced certificates in agriculture in the South Kensington Examinations may perhaps stimulate their fellows to similar efforts in course of time.

Pauperism in the district.

56. The amount of outdoor pauperism found in the district may be said to be excessive even for a Welsh Union, though not quite so large as in the Anglesey Union. The prevalence of illegitimacy is one of the chief factors in producing paupers. But the provident instinct is also largely wanting. It is not found to any large extent in young people before they are married—at a time when they could form the nucleus for further savings. Nor are the older people afraid of becoming paupers though most of them hate the workhouse. The vicissitudes of seafaring life must also influence in some small degree the rate of pauperism, as many seafaring men have their families resident in the district. According to the last return made by Mr. F. T. Bircham, the Poor Law Inspector for the district, the number of paupers in receipt of outdoor relief on 25th March 1892 was 977, and the indoor paupers numbered 57; total, 1,034, or 4·6 per cent. of the whole population. The cost of indoor and outdoor maintenance for the whole year ended on that date was 5*s.* 8*d.* per head of the population. The number of outdoor paupers for each parish is given in Appendix A.

I have, &c.
(Signed) D. LLEUFER THOMAS
(Assistant Commissioner.)

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APPENDIX A.

PAROCHIAL STATISTICS.

—	Acreage.	Rateable Value.	Population.					Houses in 1891.				No. of Outdoor Paupers on 29th September 1892.
			1871.	1881.	1891.	Increase or Decrease per cent.		Inhabited.	Uninhabited.	Building.	Less than Five Rooms.	
						1881-91.	1871-91.					
		£										
Aberdaron	5,700	3,679	1,247	1,195	1,170	− 1·2	− 6·1	268	22	4	145	46
Abererch	5,230	5,583	1,754	1,736	1,701	− 1·4	− 3·0	418	27	9	242	56
Bodfean	2,046	1,456	323	283	314	+11·3	− 2·7	66	3	—	39	7
Bodverin	469	236	62	42	45	+ 7·1	− 2·7	12	—	—	6	2
Bottwnog	454	438	130	126	163	+28·5	+24·6	36	2	3	10	4
Bryncroes	3,137	1,813	784	829	796	− 3·9	+ 1·5	200	11	—	140	46
Carngwich	879	403	106	133	103	−22·5	− 4·6	20	3	4	11	3
Ceidio	1,012	892	138	118	102	−13·5	−26·0	22	2	—	10	3
Criccieth	1,530	5,058	901	1,213	1,507	+24·2	+67·2	339	26	16	81	28
Denio	902	5,696	2,559	2,760	2,760	—	+ 7·8	670	66	37	299	91
Edeyrn	1,253	1,282	527	564	511	− 9·4	− 3·0	138	12	—	62	9
Llanaelhaiarn	6,036	3,286	851	1,422	1,498	− 8·8	+51·9	276	22	10	135	21
Llanarmon	3,459	2,815	606	657	705	+ 7·3	+16·2	152	3	6	26	6
Llanbedrog	1,941	1,636	422	541	509	− 7·5	+18·4	130	12	—	64	15
Llandegwning	1,337	966	122	101	121	+19·8	− 0·8	22	1	—	8	—
Llandudwen	1,388	1,072	85	48	57	+33·5	−33·9	11	—	—	5	—
Llanengan	3,414	2,524	1,322	1,406	1,251	−11·0	+ 2·3	291	24	2	157	42
Llanfaelrhys	1,557	819	198	186	183	− 2·1	− 7·5	44	4	—	21	4
Llanfihangel-Bachellaeth.	2,920	1,456	276	290	287	+ 2·5	+ 3·9	60	1	2	21	7
Llangian	4,372	3,110	1,021	1,087	1,054	− 2·1	+ 3·2	253	8	2	151	35
Llangwnadl	1,229	859	284	245	252	+ 2·8	−11·1	58	—	3	26	8
Llangybi	4,475	2,375	541	563	571	+ 1·4	+ 0·5	129	3	4	42	15
Llaniestyn	4,153	2,908	950	918	909	− 0·9	− 4·2	227	13	1	108	21
Llannor	5,230	3,938	997	938	901	− 3·8	− 9·6	223	18	3	123	30
Llanystumdwy	6,281	5,257	1,067	1,151	1,084	− 5·8	− 0·2	246	3	6	78	18
Meillteyrn	1,498	1,131	275	275	288	+ 4·7	+ 4·7	62	1	2	21	3
Nevin	1,370	2,778	1,790	1,999	1,798	−10·0	+ 0·4	507	58	2	223	69
Penllech	2,086	1,353	247	231	253	+ 9·0	+ 2·0	45	1	2	29	2
Penrhos	450	380	101	96	100	+ 4·0	− 1·0	24	—	—	11	1
Pistyll	3,495	1,607	467	909	716	−21·2	+53·3	166	43	—	90	26
Rhiw	1,208	767	340	350	307	−12·5	+ 9·7	84	7	4	63	11
Tydweiliog	2,227	1,526	381	363	361	− 0·5	− 5·2	84	2	—	36	12
	82,738	68,889	20,796	22,679	22,161	− 2·2	+ 6·5	5,274	400	125	2,491	641

NOTE.—The figures in this table have been obtained locally, and in some cases are not to be taken as absolutely correct. For instance, the total acreage, as stated in Mr. Bircham's Report on the pauperism of the district, is put at 92,538, and the total population for 1891 at 23,284.

The rate of infantile mortality in the district for the year 1891 amounted to 119·8 per 1,000, the total death rate to 17·8 per 1,000, and the birth rate to 21·2 per 1,000.

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APPENDIX B.

ANALYSIS of the OCCUPATIONS of PERSONS engaged in AGRICULTURE in the REGISTRATION COUNTY OF CARNARVONSHIRE, according to the CENSUSES of 1871 and 1881.

1871.

Occupations.	Males.		Females.	
	Under 20 Years of Age.	20 Years and upwards.	Under 20 Years of Age.	20 Years and upwards.
AGRICULTURAL CLASS.				
Land proprietor (so returned)	—	62	—	38
Farmer, grazier	5	3,132	1	617
Farmer's son, grandson, brother, nephew (or daughter, granddaughter, sister, niece)	327	758	476	897
Farm bailiff	—	61	—	—
Agricultural labourer	282	2,051	10	33
Shepherd (outdoor)	9	32	—	—
Farm servant (indoor)	1,189	1,243	100	208
Land surveyor, estate agent	1	19	—	—
Land drainage service	2	5	—	—
Agricultural machine proprietor, attendant	—	3	—	—
Others engaged in agriculture	—	1	—	1
Woodmen	—	16	—	—
Nurseryman, seedsman, florist	1	12	—	1
Gardener (not domestic servant)	27	268	—	1
Totals	1,843	7,563	587	1,796
	9,506		2,383	
	11,889			

1881.

Occupations.	Males.	Females.
AGRICULTURAL CLASS.		
Persons engaged in agriculture:—		
1. *In Fields and Pastures.*		
Farmers, grazier	2,925	649
Farmer's grazier's son, grandson, brother, nephew	408	—
Farm bailiff	68	—
Agricultural labourer, farm servant, cottager	4,602	260
Shepherd	53	—
Land drainage service (not in towns)	—	—
Agricultural machine proprietor, attendant	19	—
Agricultural student, pupil	1	—
Others engaged in, or connected with agriculture	—	—
2. *In Woods.*		
Woodman	31	—
3. *In Gardens.*		
Nurseryman, seedsman, florist	21	1
Gardener (not domestic)	22	4
	8,150	914
	9,064	

NOTE.—The population enumerated in Wales at the census of 1891 has not yet been classified according to occupation.

The above figures show a decrease of 14·2 per cent. of males classified in the agricultural class, and 61·6 per cent. of females, and a total decrease of 22·6 per cent. within the decade.

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APPENDIX C.

(No. 1.)—EXTRACT from the WAGES BOOK of Mr. J. T. JONES, of Parciau, near Criccieth, showing the WAGES paid on that FARM in the Years 1877 to 1892. Area of Farm, 65 Acres, of which about 14 Acres is Arable Land. Stock consists of from 3 to 4 Horses, 32 Cattle of all ages, 50 Sheep, and from 10 to 12 Pigs.

	1877.				1878.				1879.				1880.			
	May.		November.		May.		November.		May.		November.		May.		November.	
	£	s. d.	£	s. d.	£	s. d.	£	s. d.	£	s. d.	£	s. d.	£	s. d.	£	s. d.
Foreman	20	0 0	18	10 0	21	10 0	19	0 0	19	0 0	15	10 0	17	5 0	15	0 0
Stockman (or, in summer, second servant)	16	0 0	13	10 0	15	0 0	15	0 0	13	10 0	13	0 0	12	10 0	12	5 0
Third servant (generally only a lad, but of varying age)	7	15 0	10	0 0	5	0 0	7	10 0	5	0 0	6	0 0	4	15 0	5	0 0
Housekeeper	10	0 0	10	0 0	9	10 0	9	10 0	9	10 0	9	10 0	10	0 0	9	0 0
Assistant maid	6	10 0	6	15 0	7	0 0	7	0 0	7	0 0	5	0 0	5	15 0	6	15 0
Total for each half year	60	5 0	58	15 0	58	0 0	58	0 0	54	0 0	49	0 0	50	5 0	48	0 0
Total for each year	119*l.* 0*s.* 0*d.*				116*l.* 0*s.* 0*d.*				103*l.* 0*s.* 0*d.*				98*l.* 5*s.* 0*d.*			

	1881.				1882.				1883.				1884.			
	May.		November.		May.		November.		May.		November.		May.		November.	
	£	s. d.	£	s. d.	£	s. d.	£	s. d.	£	s. d.	£	s. d.	£	s. d.	£	s. d.
Foreman	17	0 0	15	10 0	17	10 0	16	0 0	17	10 0	16	0 0	17	10 0	16	0 0
Stockman (or, in summer, second servant)	11	10 0	11	0 0	10	0 0	11	0 0	11	15 0	10	15 0	12	0 0	10	10 0
Third servant (generally only a lad, but of varying age)	6	5 0	6	0 0	6	0 0	7	10 0	5	10 0	4	0 0	5	0 0	5	10 0
Housekeeper	8	10 0	9	5 0	9	10 0	9	10 0	10	0 0	8	10 0	9	10 0	9	10 0
Assistant maid	6	15 0	6	7 6	6	15 0	6	5 0	5	0 0	6	10 0	6	15 0	6	10 0
Total for each half-year	50	0 0	48	2 6	49	15 0	50	5 0	49	15 0	49	15 0	50	15 0	48	0 0
Total for each year	98*l.* 2*s.* 6*d.*				100*l.* 0*s.* 0*d.*				95*l.* 10*s.* 0*d.*				98*l.* 15*s.* 0*d.*			

	1885.				1886.				1887.				1888.			
	May.		November.		May.		November.		May.		November.		May.		November.	
	£	s. d.	£	s. d.	£	s. d.	£	s. d.	£	s. d.	£	s. d.	£	s. d.	£	s. d.
Foreman	17	10 0	15	0 0	16	10 0	15	0 0	16	10 0	15	0 0	16	10 0	15	0 0
Stockman (or, in summer, second servant)	11	10 0	10	0 0	11	0 0	9	15 0	8	10 0	9	10 0	8	10 0	9	0 0
Third servant (generally only a lad, but of varying age)	6	0 0	5	0 0	5	10 0	6	0 0	6	0 0	5	0 0	6	0 0	4	10 0
Housekeeper	9	10 0	9	10 0	9	10 0	9	10 0	9	10 0	9	10 0	9	10 0	9	10 0
Assistant maid	7	0 0	6	2 6	7	0 0	6	12 6	7	0 0	6	12 6	6	7 6	6	0 0
Total for each half year	51	10 0	45	12 6	49	10 0	46	17 6	47	10 0	45	12 6	46	17 6	44	0 0
Total for each year	97*l.* 2*s.* 6*d.*				96*l.* 7*s.* 6*d.*				93*l.* 2*s.* 6*d.*				90*l.* 17*s.* 6*d.*			

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	1889.				1890.				1891.				1892.			
	May			November.	May.			November.	May.			November.	May.			November.
	£ s. d.			£ s. d.	£ s. d.			£ s. d.	£ s. d.			£ s. d.	£ s. d.			£ s. d.
Foreman - - -	17	0	0	16 0 0	18	0	0	17 0 0	18	0	0	17 0 0	18	0	0	17 0 0
Stockman (or, in summer, second servant) - - -	10	0	0	10 0 0	11	5	0	11 0 0	11	10	0	12 0 0	12	0	0	11 0 0
Third servant (generally only a lad, but of varying age) -	5	15	0	4 0 0	6	0	0	6 0 0	7	0	0	4 15 0	6	0	0	6 10 0
Housekeeper - - -	9	10	0	9 0 0	9	0	0	9 10 0	10	0	0	10 0 0	10	0	0	10 0 0
Assistant maid - -	6	10	0	6 0 0	7	0	0	7 0 0	7	5	0	7 5 0	6	0	0	6 5 0
Total for each half year	48	15	0	45 0 0	51	5	0	50 10 0	53	15	0	51 0 0	52	0	0	50 15 0
Total for each year -	93*l.* 15*s.* 0*d.*				101*l.* 15*s.* 0*d.*				104*l.* 15*s.* 0*d.*				102*l.* 15*s.* 0*d.*			

NOTE.—Food and (except in the foreman's case) lodgings were given in addition to the above. The wages of the foreman in the above table affords the best comparison, as the *same* labourer has been engaged as foreman since 1877—that is for 16 years. The greatest variation is to be seen in the wages of the third servant, as in some years a young lad would be engaged, and then he would continue in the same service until he had grown, and become capable of acting as second servant there or elsewhere, his wages being yearly advanced according to his increasing age. This applies also, though in a less degree, to the second servant and assistant maid, subject to several changes; it is also to be noticed that the wages of the maids, particularly the housekeeper, fluctuated less from year to year than those of the labourers, and also that their wages are not usually less for the winter than for the summer term. Their work being mostly indoors, remaining practically the same, whatever the season of the year should be. *May* in the above table refers to the term of service commencing May 13th and ending in November of each year, while *November* stands for the term commencing in that month and ending in May of the following year.

(No. 2.)—LLANERCH FARM, near Portmadoc, Carnarvonshire, in the Occupation of Mr. WILLIAM WILLIAMS, and previously held by his Father and his Grandfather. Acreage 344, of which less than 100 Acres are Arable, the remainder being Sheep Walks, mostly on Mael y Gest, which adjoins the Farm. Taking the Quality of the Farm as a Basis the Rent is high, and the number of Men employed is up to, if not above, the Average. In the First Account the Rent was 32*l.* a Year; then a Lease was granted at 51*l.* a Year. In 1823 the Rent was raised to 102*l.* a Year, in 1860 to 140*l.*, and in 1877 to the present figure 160*l.* a Year.

A LIST of the ANNUAL AMOUNT of the WAGES since 1880 except the Years between 1806–1820, 1851, and 1864.

	£ s. d.		£ s. d.		£ s. d.
1800 - - -	12 8 0	1835 - - -	28 15 6	1870 - - -	76 17 6
1801 - - -	13 6 0	1836 - - -	26 16 0	1871 - - -	78 0 0
1802 - - -	15 16 0	1837 - - -	28 5 0	1872 - - -	78 5 0
1803 - - -	16 5 0	1838 - - -	34 1 6	1878 - - -	83 19 6
1804 - - -	23 16 0	1839 - - -	38 18 0	1874 - - -	95 10 0
1805 - - -	23 10 0	1840 - - -	42 0 0	1875 - - -	102 14 6
1806 - - -	26 5 0	1841 - - -	41 3 6	1876 - - -	113 5 0
		1842 - - -	39 5 0	1877 - - -	124 3 0
		1843* - - -	29 10 0	1878 - - -	122 17 6
		1844 - - -	26 4 0	1879 - - -	110 18 0
1820 - - -	38 7 0	1845 - - -	24 4 0	1880 - - -	88 0 0
1821 - - -	35 4 0	1846 - - -	33 11 0	1881 - - -	95 15 0
1822 - - -	25 6 0	1847 - - -	36 9 0	1882 - - -	102 7 6
1823 - - -	33 0 0	1848 - - -	35 2 0	1883 - - -	103 9 0
1824 - - -	30 7 0	1849 - - -	30 15 6	1884 - - -	108 15 0
1825 - - -	29 12 0	1850 - - -	40 19 0	1885 - - -	105 2 6
1826 - - -	33 15 0	1851 - - -	39 18 0	1886 - - -	96 10 0
1827 - - -	16 5 0			1887 - - -	96 2 0
1828 - - -	19 4 0			1888 - - -	79 17 0
1829 - - -	24 15 0			1889 - - -	91 10 0
1830 - - -	24 10 0	1865 - - -	68 7 6	1890 - - -	97 15 0
1831 - - -	24 15 0	1866 - - -	73 16 0	1891 - - -	105 2 0
1832* - - -	19 15 0	1867 - - -	78 0 0	1892 - - -	97 10 0
1833 - - -	23 2 6	1868 - - -	75 18 6	1893 - - -	43 0 0
1834 - - -	27 9 0	1869 - - -	77 13 0		half year.

* *Explanatory Note*, contributed by the Rev. John Owen:—"The amounts in some cases are not very regular, but the years "1832 and 1843 may be taken to show different causes to a drop in such wages lists. In 1832 the present occupier was a lad, "and evidently began to take a servant's place on the farm.

"In 1843–4 he took the farm himself, and was short of capital, paying to his father yearly interest on 230*l.* It was natural for "him to reduce the wages list as far as he could. He lived unmarried for seven years, employing a housekeeper and servant "girl. In 1848–9 he married, probably tried to manage with only one servant girl; hence the drop of 5*l.* between 1848–9. His "wife was never strong, but a very good manager, and in another year they evidently engaged another servant. Fact, not "theory."

Food and lodging of the servants were given in addition to the above wages.

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(No. 3.)—WAGES at NANHORON FARM (*see* Paragraph 31), 1870 and 1890, compared according to the Statement of Mr. W. PRITCHARD, who was Bailiff during those Years.

	1870.	1890.
	£ s. d.	£ s. d.
Skilled labourer - - - - (per week)	0 13 0	0 17 0
Ordinary labourers - - - „	0 11 0	0 15 0
Carter - - - - - „	0 12 6	0 18 0
Cowman - - - - - „	0 12 0	0 16 0
Ditto (probably assistant cowman) - „	0 11 6	0 16 0

The above wages do not include food, as the men lived on their own finding. The farm was given up a year or two ago.

APPENDIX D.

THE CRICCIETH GARDEN ALLOTMENTS.

Mr. W. B. C. Jones, agent for H. J. Ellis Nanney, Esq., of Gwynfryn near Criccieth, has sent me the following statement in reply to questions which I addressed to him relative to these allotments.

The first attempt at letting was by auction, which was not very successful, no one appearing to know quite what was a fair price, but the reserve prices which I had put upon each plot were, in every case of a let, obtained, and it may be taken that the letting is entirely by private bargain now.

All are held under written and stamped agreements, a copy of which and also of the original conditions of sale are given below.

The total number of allotments in 1892, 47.

Ditto ditto 1893, 48.

The size averages 28 feet × 80 feet.

The rents run from 9*s.* per plot to 12*s.*

I have only two more plots to let.

No agricultural labourers are tenants. Very few agricultural labourers care a straw for gardens or gardening; the gardens attached to their cottages are hardly ever cultivated to the best advantage and often not cultivated at all. Mechanics and shopkeepers seem to me "to like a bit of garden," but I fear that garden labour is so dear that the produce will be costly; any sort of labourer (an "off-and-on man") costs 3*s.* 2*d.* to 3*s.* 4*d.* a day, and wants, and gets, a full day's pay for knocking off at 12 o'clock on Saturdays. Among the allotment holders are some of the chief tradesmen of the town, and the rest are carpenters, stonemasons, gardeners, masons, labourers, an hotel keeper, a retired police constable, and a lodging-house keeper, and one woman.

There is no difficulty in letting them, but one has sublet his plot and another is backward with his payment.

The following is a copy of the agreement and the conditions of sale:—

AGREEMENT made the day of 189 between H. J. Ellis Nanney, Esq., of Gwynfryn, Criccieth (herein-after called the landlord), and (herein-after called the tenant).

The landlord agrees to let and the tenant to take lots 39 and 41 at Eighteen shillings and six pence per annum from March 25th, 1892, to December 31st, 1892, and so on from year to year subject to the following conditions:—

1. The tenancy will be from March 25th, 1892, to December 31st, 1892, and after that from year to year, subject to three months' notice on either side, expiring on the 31st of December, but if the land, or any portion is required for building, the landlord may resume possession on the expiration of one month's notice given at any time, but he shall in that case take to all growing crops and pay for acts of husbandry by valuation in the usual way.
2. The landlord will pay all tithes, rates, and taxes.
3. One-half the rent must be paid on May the 11th, between the hours of 10 and 12 a.m. at the Estate Office, 4, Salem Terrace, and the balance on the first Monday in September, at the same place and hours.
4. The ground will be let for gardening purposes only, with the exception of lots 59 and 60, and should lots 1, 2, 3 be taken by one person, they, and lots 59 and 69 may be used for "grazing only." The ground must be properly cultivated as garden, and kept clean, free from weeds, and in good heart.
5. No fowls or pigs shall be kept on any lot or lots.
6. No person will be allowed to take more than two lots, except lots 1, 2, and 3.
7. The grass strips are common to all tenants, and must not be cut or in any way encroached upon, and no stones must be deposited on same without permission.
8. Every tenant must sign an agreement embodying the foregoing.
9. The auctioneer will start each lot at a fixed sum, after which it will be let to the highest approved bidder upon the above conditions.
10. The landlord reserves to himself the right to withdraw the whole of any of the lots.

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B.-VII. PWLLHELI.

APPENDIX E.

THE AGRICULTURAL LABOURER.

AGRICULTURAL STATISTICS FOR THE PWLLHELI UNION.

The following STATISTICS are derived from a RETURN supplied by the BOARD of AGRICULTURE to the ROYAL COMMISSION ON LABOUR:—

Crops in 1891.	Acres.	Approximatec per centage of Cultivated Area.
Wheat	35¾	0·04
Barley or bere	4,389¾	5·98
Oats	6,498¼	8·86
Potatoes	3,423½	4·66
Turnips or swedes	1,642⅔	2·24
Clover and rotation grasses	12,698	17·34
Small fruit	7¾	—
Other crops not separately specified	751¾	1·02
Total arable	29,447¼	40·14
Permanent pasture	43,905¼	59·86
Total cultivated area	73,352⅓	100·0

Live Stock in 1891.

Cows and heifers in milk or in calf	9,276
Other cattle, two years old or more	6,893
„ under two years old	12,784
	28,953
Sheep, one year old or more	24,249
Lambs under one year	21,090
	45,339

The return does not include the number of horses or pigs for the Union.

APPENDIX F.

RETURN of CONTRACT PRICES of PROVISIONS at the PWLLHELI UNION WORKHOUSE.

	For the Quarter ending—			
	25th December 1876.	25th December 1881.	25th December 1886.	25th December 1891.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Baking — per doz. loaves.	0 0 5	0 0 6½	0 0 6	0 0 7
Flour, best — per 280 lbs.	2 4 0	2 10 0	1 14 0	1 15 0
Flour — „ 240 „	1 4 0	1 12 0	1 2 0	per 280 lbs. 1 8 0
Peas — per sack of 240 „	1 3 0	0 16 0	0 16 0	0 16 0
Soap — per cwt.	1 13 0	1 9 0	1 4 0	1 3 6
Rice — „	0 14 0	0 17 0	0 11 6	0 12 0
Bread — for 7 lbs.	0 1 0	0 1 0	for 8½ lbs. 0 1 0	for 8⅓ lbs. 0 1 0
Oatmeal — per 240 lbs.	1 14 0	1 10 0	1 7 0	1 9 0
Tea — per lb.	0 2 6	0 2 6	0 2 6	0 2 3
Sugar — „	0 0 3	0 0 3½	0 0 2½	per cwt. 1 0 0
Coffee — „	0 1 8	0 1 8	0 1 6	0 1 5
Butter — „	0 1 6	0 1 3	0 1 0	0 1 0
Sweet milk — per quart.	0 0 1	0 0 1	0 0 1	0 0 1
Butter milk — „	0 0 0½	0 0 0⅓	0 0 0⅓	0 0 0⅓
Bacon — per lb.	0 0 9	0 0 8	0 0 6	0 0 5½
Beef — „	0 0 7½	0 0 8	0 0 6	0 0 6½
Shoes (and repairing) — per men's.	0 10 6	Children's according to age.		
„ „ — per women's.	0 6 0			
Coal — per ton.	0 17 9	0 16 7	0 16 1	0 18 10

	£ s. d.
Average cost of maintenance per head of inmates in 1881	0 2 11
Ditto ditto in 1891	0 2 10½

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ROYAL COMMISSION ON LABOUR.

THE AGRICULTURAL LABOURER.

REPORT

BY

MR. CECIL M. CHAPMAN
(ASSISTANT COMMISSIONER),

UPON THE

POOR LAW UNION OF BUILTH
(BRECONSHIRE AND RADNORSHIRE).

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THE AGRICULTURAL LABOURER.

To Geoffrey Drage, Esq., Secretary.
Royal Commission on Labour.

6, Crown Office Row, Temple, E.C.

I.—Introduction.

The Agricultural Labourer.

Sir,

I have the honour to submit my report upon the Builth Union of Breconshire and Radnorshire, which I visited and examined during the month of April 1893.

Mode of inquiry.

(1.) I held public meetings for farm servants and other agricultural labourers at Newbridge-on-Wye, Llangammarch, Erwood, and Builth, which places were selected to represent the extreme outlying portions and the centre of the district. At Newbridge and Erwood there were some 50 to 60 people present, but at Llangammarch and Builth not more than about 15 or 20. The men appeared to be thoroughly interested in the objects of the meeting, and were perfectly friendly, but it is not easy for them to get over their natural reserve; and the answers, which were obtained with difficulty, often seemed intended to please the questioner rather than to express the speaker's thought. Besides holding these meetings, I spent two or three days in walking and driving to isolated villages and farms, and getting information by personal interviews with the occupiers, and inspection of the premises. I also paid one or two visits to landowners, and had an opportunity of talking to their agents or bailiffs.

Acknowledgments of assistance.

(2.) I am specially indebted to Mr. Bowen Woosnam for the valuable assistance which he gave me throughout the enquiry, and to the Rev. Lister Venables, but I should like also to acknowledge in general terms the help which I obtained from everybody of whatever class to whom I applied personally. I distributed, as usual, a great many copies of printed questions among magistrates, guardians, and farmers, and I received excellent answers to them from Mr. Clifton Mogg, Mr. Cowper Coles, and one or two others, but speaking generally they were ignored in a way which was quite rare in my experience.

II.—General Description.

The Union generally.

(3.) The Union consists of 31 parishes, 12 in the Builth district, 11 in the Abergwessin district, both in Breconshire, and eight in the Colwyn district in Radnorshire. None of these are of any size except Builth, which is a market town of some importance and contains a standing population of 1,414 inhabitants and a summer population of something like 2,000. The rest consists of small country villages of which the most populous are Disserth, with a population of 324 people, Llandrindod with 303, Llansaintfraed with 305.

Its commercial character.

(4.) The whole Union is strictly rural, and contains no mines. Its industries are purely agricultural or dependent upon agriculture.

Mineral springs.

(5.) There are, however, mineral springs at Builth, Llandrindod, and Llangammarch, which give a distinct character to these places, and add largely to the prosperity of the district, for in the spring and summer they attract a great number of visitors, who are excellent customers for the farmers. During the season at these watering places there is a great demand for milk, butter, eggs, vegetables, fruit, poultry, rabbits, and even butchers' meat.

Trade without middlemen.

(6.) It is a noticeable fact that the farmers and their wives have adopted the plan of carrying all their produce to the customers instead of selling to a greengrocer, poulterer, or butcher. There is, of course, nothing unusual in their dealing with garden produce or milk in this way, but it is curious to find that farmers, instead of using the market hall, send or carry round to the visitors neatly cut joints of lamb, mutton, or beef, in baskets ready prepared for sale, and in this way secure for themselves a great deal of the butchers' profits. So much has this been the case, that the butchers say their incomes have been seriously diminished by it, and of course the same thing must have happened to the greengrocers and other dealers in farm produce.

Villages and resident owners.

(7.) There are no close villages in the Union, and very few in which one proprietor owns nearly all the cottages. There are a fair number of small estates with resident proprietors, who increase the demand for employment, but the village cottages belong to many different owners, and are scarcely ever occupied by regular agricultural labourers.

Yeomen farmers.

(8.) There are not half a dozen farmers in the whole union who own their own farms.

The soil.

(9.) The soil of the district generally is a light shale, and the ground is hilly, but on the banks of the Wye the soil is loamy, and there is a considerable amount of rich land equal to the best in the county. This stretches for seven miles from Builth to Erwood. On the north side of the river Irfon there is some cold, poor clay.

Quite close to the Builth Union there is the old red sandstone, and a district of more highly cultivated farms, with English conditions of labour, cottages, and plenty of men. The Builth Union is one in which labour is least employed.

Character of the farms.

(10.) The Builth district is far more prosperous than that of Abergwessin, and contains a superior class of farmers, but, with the exception of the Wye Valley above mentioned, no part of the Union contains anything but hill farms, and in Upper Abergwessin there are sheep farms proper right up in the hills. The average size of farms on the rich land, as well as on the poor, is from 60 to 100 acres. A farm of 300 acres is a great exception, and it is a common thing to find that farms are worked by a farmer and his family without any extra labour at all.

The system of farming.

(11.) The character of the farming is uniform, and consists of stock and sheep rearing. A large majority of the farms possess extensive rights of common on the adjoining hills. This right does not depend upon the farm being adjacent to the hill, but is a right of common appendant which is regulated by the amount of sheep which a farm is capable of wintering.

The character of stock.

(12.) These sheep, except on farms which are in a high state of cultivation, are hill sheep of the Radnor forest, or Eppynt breed. The cattle are almost invariably Herefords, and have been greatly improved during the last 10 or 15 years.

Horse-breeding.

(13.) Considerable attention is also paid to horse-breeding, and owing to the ready sale for cart horses of the smaller type for mining or colliery purposes, a larger number are kept on the farms than would be required for farming purposes. Out of four which are kept two are generally brood mares.

Welsh cobs and ponies also form a part of the farmers' stock, more care being devoted to the breeding of the former, as prices for good specimens run from 50*l.* to 70*l.* for a four-year-old.

Arable and pasture.

(14.) Where a farm is worked to its full capacity one-third is arable, worked on the four-course shift, but the rule is for less than that to be cultivated, and the majority of the pasture fields show by the "reins" that they used to be ploughed lands, and have become depreciated from want of cultivation.

Depreciation.

(15.) Land worth 15*s.* an acre properly cultivated has become worth no more than 5*s.* an acre owing to want of cultivation.

Dairy farming.

(16.) First-rate dairy farms have degenerated into ruined farms, with a depreciation of rental value in one case near Builth from 240*l.* to 80*l.* a year. This is due in great measure to the difficulty of getting dairy maids to do the work at a wage which the farmers can afford to pay. Cheese-making is not a profit-making industry, but in most cases sufficient is made on the farm for the use of the household, including the labourers. It is made of ewe's milk as well as cow's. Where the dairying involves more work than can be done by the farmer's own family, the habit has been to

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give up the dairying and increase the amount of stock and rearing of calves. The result is a considerable increase in the price of butter and milk, and in some places labourers cannot get milk at all if they have not got some grass and a cow of their own, and this is one of their great grievances. In all farms where dairying is carried on, the breeding and fattening of pigs is an important industry. According to the size of the household, a farmer would feed one or more pigs for his own use, and sell the remainder fat about Christmas time.

Poultry.

(17.) In a well regulated farmhouse the farmer's wife reckons to keep the house in groceries, tea, and coffee from the profits of the poultry.

Amalgamation of small farms.

(18.) The amalgamation of small farms into larger ones took place very frequently from 30 to 40 years ago, but the memory of it is very distinct, and there are a great many ruined cottages to be seen in the district which used to be occupied by small holders, and remind the people of the past.

Desire for small holdings.

(19.) This tendency to amalgamate farms has ceased for the last 10 or 15 years, and there is a general desire expressed by all classes to see the number of small holdings increased. The farmers desire it because they want more labourers, and more customers for their produce, and the labourers because they want independence. There are a good number of such holdings to be found in every parish, which will be dealt with later in the report. It is stated by Mr. Cowper Coles, agent for Sir Joseph Bayley, that the county of Breconshire has more buildings per acre upon it than any other county in England or Wales except Cumberland. The expense of keeping up many farm buildings is, of course, one of the reasons for the decay of small holdings.

Squatters at Llanfihangel.

(20.) In the parish of Llanfihangel there are squatters who own their holdings erected upon what used to be common ground and now adjoins a common. It is the only instance in the union. The land is poor clay, but so well cultivated that half an acre of barley for a squatter's pigs is worth an acre on adjoining farms. There is as much difference in the appearance of these holdings and the surrounding land as there is between the colours green and drab upon a map. All the squatters get employed on the roads or in occasional farm work, and the only fault found with them is that in their spare time they are excellent poachers.

Effect of mines.

(21.) It has been mentioned that there are no mines in the district, but it is important to remember that the Rhonda Valley and Aberdare mines are not more than 40 or 50 miles off, and seriously affect the labour market. Men are constantly drawn from the country to the mines because of the higher pay and greater freedom which they can get there.

Agricultural depression.

(22.) Agricultural depression has not affected this district to the same extent as it has others which are more dependent upon arable land. Rents have not been permanently reduced, but abatements have been commonly made of from 10 per cent. to 20 per cent. in recent years. Farm rents are calculated upon the basis of 10*l.* for every cow on a stock-rearing farm, and farms are spoken of as 5-cow farms or 10-cow farms, as the case may be. This was the old plan; the cows paid the rent by the value of their calves, and all the rest belonged to the man to pay for labour, rates and taxes, and profit. A fall in the price of heifers upsets the calculation, but cows must continue to be kept, if only for the purpose of consuming the long grass which the sheep will not eat.

Climate.

(23.) The climate is bracing, and the labourers hardy and capable of a great deal of work.

Population.

(24.) The population of the union has decreased by 348 in 10 years, from 8,182 in 1881 to 7,834 in 1891, and the diminution is almost uniform in the rural districts. The statistics are as follows:—

——	1881.	1891.	Decrease.	Increase.
Abergwessin - -	2,679	2,351	328	—
Colwyn - -	1,847	1,714	133	—
Builth - - -	3,656	3,769	—	113

The increase in the Builth district is entirely due to the railway centre formed at Builth Road, where a completely new population of 174 persons has sprung up since 1881. The migration to the mines in Glamorganshire has increased a great deal of late years. Farm servants, especially those who are unmarried, are readily tempted by the higher wages and greater freedom and variety in the work.

Pauperism.

(25.) Of pauperism it is interesting to note that the workhouse was not in existence in 1871, and that since it has been built, and the workhouse test has been applied, there has been a saving to the union of 400*l.* to 500*l.* a year. In this way a great number of women with bastard children have been kept off the rates, and it is said that nobody has really suffered in consequence, although a good many prefer to live on very small rations, in the shape of outdoor relief in kind, than come into the workhouse. The guardians are getting more lax in regard to outdoor relief than they were, and it is said that many of them act as if they were elected merely for the purpose of securing such relief to persons in their own parish, and opposing every general improvement.

At Llangammarch, for example, the men said, "Outdoor relief is given indiscriminately, even to "young women, so that they may be useful to farmers "and keep the price of labour down."

In Radnorshire the system of outdoor relief is said to be much worse than in Breconshire, and at Newbridge-on-Wye, in the Rhayader Union, which is on the borders of the Builth Union, orders for meat obtained from the guardians used to pass current as money tokens not many years ago, and I was told in Builth of a case which had occured of a woman receiving 2*s.* 6*d.* a week from the parish for a bastard daughter, who was living in the same house and herself receiving 2*s.*6*d.* for a bastard of her own. It is not surprising to hear that under these circumstances bastardy was thought very little of, and that the percentage of illegitimate children is still very high.

The workhouse.

(26.) The workhouse is excellently managed, but has more accommodation than is required for indoor paupers and much too little accommodation for tramps. They have eight cells, and very often 16, and even more, tramps to occupy them, but the guardians refuse to increase the accommodation, or to give any assistance to the master in dealing with such a difficulty.

Statistics.

(27.) The statistics of pauperism in the two districts of the union, without going into details, are:—

——	Outdoor.	Cost.	Indoor.
		£ s. d.	
Abergwessin - -	102	760 16 6	21
Builth - -	122	776 12 9	55

The total shows a percentage of 3·2, or one in 39, of the population, an average which is decidedly creditable to the present administration.

Cottages.

(28.) In regard to houses it may be stated here that there are scarcely any cottages for agricultural labourers in the district, as most of the work is done by farm servants who live in the farmhouses. The villages are occupied by artizans and small tradesmen and hardly ever by a regular agricultural labourer.

III.—Supply of Labour and Demand.

Sufficiency. Regular labourers.

(29.) There is no difficulty in getting sufficient regular men to live in a farmhouse if high wages are given and the farmer has a good reputation for feeding his servants properly, but there is a great difficulty in getting extra labour, whether skilled or unskilled, throughout the year, and the general opinion is that both kinds of labour are scarce in the district. Mr. Lewis Lloyd, of Nantguilt, says: "We certainly here have "employment for more men if we could get them. "The high wages in the coal district have tempted "many to go away, but some are now returning."

Jobbing men.

(30.) There are a few jobbing men in each village, who work on the roads or take employment occasionally on farms, but they are not strictly agricultural labourers, and skilled agricultural labourers who depend upon casual employment are not to be found.

Women.

(31.) Women are not employed in agriculture in this district, except as dairymaids, and there is great difficulty in getting these at what the farmers consider reasonable wages. A few are employed occasionally in setting or picking up potatoes, but this is very rare, and in the hay field if women are found, it is generally the farmers' wives and daughters who lend a hand in fine weather. It was said at Erwood "there is very "great difficulty in getting women servants; cheese "and butter is left unmade in consequence, because "their wages are double what they used to be."

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Boys and girls.

(32.) On farms of less than 80 acres farmers hire big boys who have just left school, who are known as "lumps" up to the age of 18 or 19. The smaller boys are called "lumpers." A girl is spoken of as a strong "cat of a girl" before she grows to womanhood, and the small farmers cannot afford to employ any others.

Causes of scarcity.

(33.) Labour is more scarce in Breconshire than in Radnorshire, as it is nearer the ironworks and coal mines of Glamorganshire. This cause of scarcity is constantly insisted on, *e.g.*; Mr. Smith, of Llangammarch: "Labour is scarce because all men go to the works, and "if they had better cottages, better gardens, and fields, "they would remain." Mr. Jones, of Llysdinam: "Labour is scarce here because so many men are taken "up by the railway and the mines in the hills," and at Llysdinam the men said, "Labour is very scarce, not "many married men employed. They go south to seek "for labour as the farmers do not want them; single "men mostly employed about here." Messrs. Powell & Grant, agents for the Gibson Watt estate, say: "The "large farms on the estate are supplied with cottages "for labourers, but, owing to agricultural depression "and other causes, farmers do not now keep so many "married men on the farms as they used to, preferring "to hire young men, and keep them in the farmhouses."

Increase or decrease during the past 10 years.

(34.) The scarcity of labour has been increasing during the last 10 or 15 years in a very marked way. The population has decreased by about 350, and its effect upon the supply of labour is shown by the fact that farmers have to pay a great deal more than they used to for all kinds of labour, or go without help altogether. Last year, however, from some cause or other, the supply was greater than in many previous years, so that at Llysdinam the men said that "in harvest time "a good many were seeking employment."

Immigration of workers.

(35.) There is practically no immigration of workers in particular seasons, because the harvest is small, and the farmers are in the habit of helping one another whenever it is necessary. There is constant interchange of services between regular farmers and small holders also, who supply each other's wants as occasion offers without any payment of money.

Amount of labour employed.

(36.) It is difficult to get exact figures in regard to labour employed on hill farms because most of the work is done by the farmers themselves and their sons. It is everywhere said that staffs have been reduced, that farmers cannot afford to employ the labour which is wanted. One man and a boy for every 100 acres is rather above than below the average. The general rule is for the farmer to look after the cattle and sheep and employ one waggoner to look after the horses when there is no son to do it for him. Some employ a boy in addition to the waggoner.

This estimate does not apply to farms belonging to men of capital, who can afford to keep up a high state of cultivation. Mr. Cowper Coles says: "The Builth "Union is one in which labour is least employed; it all "depends on the strength of the family." The cost of labour on the best farms is reckoned to be about 1*l.* per acre, but the average in the district is from 10*s.* to 15*s.* per acre. Captain Thomas says: "The character of "farming is not good, the farmers not having capital "to farm it thoroughly, but there has been no great "change. It is rather worse now, owing to dearness "of labour. The common rotation is oats, bare fallow, "wheat, barley, oats, rye, grass, and clover; the seeds "are left down for four or five years until there is "nothing left on the fields except the natural grasses "and moss, and then it is ploughed up again. A part "of the fallow is used for potatoes or turnips for home "consumption."

Particular examples.

(37.) Examples:—

Llangammarch.—Best Farm, 167 acres, three men and a boy; Park Farm, 200 acres, father and three sons.

Builth.—Mr. Woosnam, of Tyn-y-Graig, 230 acres, one bailiff, two waggoners, one general workman; 100 acres, one bailiff, one waggoner, one general workman (35 head of cattle, 100 sheep, and four carthorses).

Mr. Thomas, of Rhosferig Farm, 320 acres, one bailiff, two waggoners, one general workman, extra man in harvest.

Mr. Mogg, of Brynwern Hall Farm, 350 acres, one bailiff, one head shepherd, one under shepherd, two waggoners or ploughmen, two general workmen, one old labourer who does piece-work, one dairymaid (60 head of cattle and 150 sheep).

Mr. Price, of Eskerhir Farm, 80 acres and right of the hill, rent 55*l.*, one-fourth arable, (15 cattle, 200 sheep), said to be one of the best managed farms in the district, and successful in all times. The family live upon the produce of the farm, and buy nothing but groceries, and these are paid for by the poultry, which are very skilfully managed. Farmer, one son aged 16, one son aged 13, wife, and one daughter aged 21 to work the dairy.

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Mr. Davies, of Wernhir, Nowbridge-on-Wye. Farm, 200 acres (60 arable). Stock—horses, 10; cattle, 40; sheep, 200; pigs, 3. Staff—three men kept in the house and two women servants, hired by the year. Wages—bailiff, 22*l.*; stockman, 12*l.*; waggoner, 20; one woman 14*l.* and washing found; one girl, 5*l.* Mr. Davies has a lot of fixed machinery on the farm, and he and his wife work actively.

Mr. Bache, of Knighton. Farm, 466 acres and an open hill, seven men and two lads of 16, and piece-work let out frequently.

Farm 250 acres, two men and one boy.

Bailiffs.

(38.) Bailiffs are the cow-men and sheep-men as distinguished from the professional shepherds. Successful farmers are apt to take more than one farm in hand, and leave bailiffs to look after them. These extra places are called "tacks."

Land labour starved.

(39.) It was generally stated at the meetings which I held that land is labour starved. The farmers say that they cannot do justice to the land as they would like to owing to the cost of labour, and the bad prices which have prevailed of late years. Arable land has been turned into pasture very frequently, and is now considerably less than one-third of the farm in most places. Personally, I was struck by the good condition of most of the hedges or fences, but I was told that this is chiefly the case by the roadside, and at Llangammarch the men said, "Fences are down in this "part, and you can take a wheelbarrow through field "after field." At Newbridge-on-Wye the men said, "Farms are very badly done here. The farmers are "not up to the mark. They have no pluck and no "speculation in them." At a place called the Hundred House, Mr. Davis, a farmer, said, "Land is not worked "up near enough here. We cannot get the labour "for it, for you cannot hold a man in the hill country "unless you make him very comfortable and pay him "very high." Mr. Clifton Mogg says, "The farmers "are very little above the condition of agricultural "labourers, and the farming from want of capital and "judgment is of an indifferent character. Little corn "is sold off the land. A large proportion of the land "which used to be in former years devoted to the "growth of corn has been allowed to go out of cultiva-"tion, and is now covered with poor herbage; never "having been laid down to permanent pasture, and "never being dressed with manure it supports less "stock, and that of an inferior description than it "ought to under favourable conditions." Mr. Woosnam says, "As wages of farm servants have "advanced, which they undoubtedly have done during "the last 15 years, farmers have in many instances "reduced their staffs. Less land is cultivated now "than was then the case. The hedges and ditches are "not so well kept, and the farms generally are not so "well managed. Dairying has often been given up "owing to the difficulty of getting dairymaids at a "reasonable wage, and less butter and cheese is made "in the district."

IV.—Character of Labourers.

Industry.

(40). The agricultural labourer in this district bears a good reputation for industry, and I heard no complaints on that score. Mr. Woosnam says: "One Welsh la-"bourer is worth two Englishmen for work; he is "hardier, and works faster. If it was not so, agricul-"ture would have died altogether in these parts."

Zeal in work.

(41.) There is no doubt that the men are more enthusiastic than Englishmen, but less regular and methodical; they show great zeal in the management of their horses, and will steal corn from the master's granary to keep them in good condition. They are said to choose places from the character which a farmer bears for keeping his horses well.

It is the same with farming. Men will tell you within five miles who has got the best put in drills of potatoes or turnips, and whose barley field has been laid down in the most husbandlike manner. They will lose money over a contract rather than make a bad job of a hedge if it is within sight of a road. They want more money for hedges within sight of a road, but they don't always

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get it. Good hedge-rows are quite a feature of the district.

Mr. Cowper Coles says: "Up here men are much "more ready to work ungrudgingly than they are in "South Breconshire, where you must pay them for all "extra time if you want them to move at all."

Skill.

(42.) Young men here have the privilege of learning skilled labour more frequently than in large farm districts, as farmers are dependent upon such few men, and they are always on the farm. Mr. Clifton Mogg says: "My experience is that they are less skilful in plough-"ing and fencing, as they don't begin to learn as early "as they used to, and are not trained with the same "care by the farmers." Mr. Woosnam says: "A man "who can neither read nor write is more industrious "and more skilful, and takes more interest in his work "than one who is better educated." It is generally said that there has been no change in regard to skill among the regular hands.

Sobriety.

(43.) There has been a general improvement in respect of sobriety throughout the district, but it is said to be a characteristic of 9 out of 10 to be intemperate at times. Farmers do not set a particularly good example, for most of them make a practice of coming into town every market day, whether they have business or not, and seem to waste a good deal of time in mere talking and drinking. Captain Hotchkiss, of Builth, says: "There is a great deal less drunkenness, but probably "as much drink is consumed as there used to be, only "in a steady way." There are 37 public-houses in Builth, and every one of them is crammed at fair time.

Chewing of Tobacco.

Mr. Woosnam says: "The chewing of tobacco "is an almost universal habit, acquired very early in "life. A man probably chews as much tobacco as he "smokes."

Restlessness.

(44.) There is a general belief that men are more restless than they used to be, and ready to change masters more easily, but I think, if any difference is to be found in them, it is that they have grown more particular about their masters.

The system of hiring fairs necessarily makes men restless and fond of change. They are not at all anxious about keeping their places, knowing that there are so many fairs in the neighbourhood where they can secure another place, and perhaps better themselves. Mr. Moorsom says: "Men are much more particular, and "very independent. If you don't give them a good table "you lose them in a minute. Plenty of farmers cannot "keep any men at all, as they cannot feed them or please "them. As a rule, farm hands change every year. "One in twenty, perhaps, stay. Boys of 18 are the "rule here."

Thrift.

(45.) There is very little thrift to be found in the district. On the contrary, the characteristic of men and women alike is to be extravagant, especially in the matter of dress and the giving of presents. This is traceable to many causes, but it is said to be due in great measure to lax administration in regard to out-door relief in past years, and to the habit of farm men giving presents of cheap jewellery to young women, and of young women giving their wages to the men.

The result is that debt is not at all uncommon, in spite of good wages. The average of membership in benefit clubs is poor, and savings put away in the savings bank are rare.

Immorality.

(46.) There is an immense deal of illegitimacy in the district, though none of the officials have any accurate returns made of it. It is said that a paternity case occurs at least once in two months before the magistrates of Radnorshire and Breconshire, and so easy are the habits of people tending to immorality that one out of three illegitimate children is not fathered at all from want of corroboration, and a great many are consequently supported by the union. The reason given for this is that facts which would elsewhere excite observation are taken no notice of in this district. This is due to a great many causes; (1) the bad accommodation in farm-houses; (2) the habits prevailing at hiring fairs, and, (3) the practice of young men and women meeting every Sunday night at chapels, and walking home together afterwards. It is a matter of frequent occurrence for farm servants to sleep in barns in warm weather, farm houses are seldom locked, and there is no restriction on the servants coming and going to or from different houses. At the fairs a great deal of treating takes place, the inns are crowded, and couples constantly get together in bedrooms for the purpose of drinking and keeping company, a custom known by the name of "Cara-y-gwelydd"; and when the fair is over, being free of any engagements, they go where they can for a lodging, it being necessary as a rule to find their way home on foot, as they remain too late for the trains.

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To show the prevalence of illegitimacy one instance was pointed out to me of a woman who had charge of ten illegitimate children at 1*s.* 6*d.* per week for each child.

V.—Conditions of Engagement.

Engagement, continuous or otherwise.

(47.) The whole country is worked for the most part by farm servants, who are bachelors and live in the house, whose work is continuous, and who never lose time in wet weather. Outsiders, who are known as "workmen" to distinguish them from farm servants, are generally married men, and live in independent cottages; they are sometimes engaged by the day or for piece-work.

The contract. Yearly hiring at fairs.

(48.) Most of the farm servants, men and women, are engaged for a year certain at the hiring fairs held at Builth, Llangammarch, Penybont, or Rhayader. These fairs are always held in May and November, generally on the second Monday in the month, or on May 13th and November 13th according to custom, and the yearly hiring is made terminable by option at the end of six months. In some places, as at Llangammarch, the contract is only made for six months at a time. That is more the case in Breconshire than in Radnorshire. At Erwood the engagement is terminable by a month's notice on either side, and wages paid up to date; if a man gives the notice, he may have to do a month's work without pay. The payment is made yearly, but money is paid on account when required during the year.

If servants leave without consent during their engagement they forfeit their wages, or are fined by the magistrates. Farmers do not turn them away because they are too scarce, and if the servants leave because they are badly fed the magistrates hold them excused.

The different fairs follow each other in succession, and a fortnight after they are all over an overflow fair is held to give a chance of hiring to those men and girls who have missed at the regular time.

It is very rare for either master or men to give each other any notice at the end of the year as to whether the engagement is to continue or not. In most cases, even if a man wishes to re-engage himself with the same master, he goes to the fair to see how wages are ruling before he decides, and even if he re-engages himself he often stipulates to be allowed to go to the fairs.

The contracts made at the fairs are verbal, but 1*s.* is generally given to bind the bargain.

Married men.

(49.) Married men employed as regular labourers are sometimes engaged by the year, though they live in their own cottages, and are paid monthly. There are very few men engaged in this way.

Workmen.

(50.) Workmen, as distinguished from farm servants, are engaged by the week or month or the day, generally by the week, with a month's notice on either side. Estate men are generally engaged by the week. Jobbing men are engaged by the day, and very seldom get employed for a whole week at a time.

Women.

(51.) Women, except the farm servants, are engaged by the day.

Improvement of the fairs.

(52.) A notice appears now in the weekly papers at the time of the fairs that a room is offered in each town where the hiring can take place in a respectable manner, and an effort is being made to make the whole plan more civilised and less liable to abuse.

Hours of work: Farm servants.

(53.) This is a district of long hours, as the work is done for the most part by farm servants living in the house, and the farm is generally devoted to stock-rearing. The men said, at Newbridge-on-Wye, "The "hours are the same for all, from light to dark, summer "and winter." At Llangammarch "from 6 a.m. to "8 p.m., or practically from the time men get up till "the time they have supper and go to bed." These farm servants are either carters, stockmen, or shepherds, and they rise according to the rules of the farm at 5, 5.30, 6, or 6.30 a.m., and do not cease to look after the animals till about 8 p.m. or even later if they are fond of them, as is often the case. A waggoner's day is described as follows:—Bait horses at 6 a.m., out with team at 6.30, in at 11 till 2 p.m., out again till 6 p.m., finish for the night at 8 p.m.

Workmen.

Workmen or married men not living in the house work from 6 a.m. to 6 p.m. in some places, but very often keep the same hours as the farm servants. The wives told me in one or two cases they saw very little indeed of their husbands, who left at 5.30 in the morn-

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ing and often did not come home till between 8 and 9 p.m., so that it was only by leave they ever got time to look after their gardens. If they are not looking after horses or stock their work ceases at 6 p.m., and it either begins at 6 a.m. or at 7 a.m. according as they breakfast in their own cottage or at the farm.

Women and boys. Women and boys are hired into the house, and keep the same hours as domestic servants, practically the same as other farm servants.

Hay and harvest time. Of course, in hay and harvest time no hours are observed, and the longer hours at that time are supposed to make up for the short hours in winter.

Hours of rest. It is said that farm servants are allowed in many cases to lie down in the middle of the day. Mr. Bache writes: "The hours are certainly long, but some of the "men have a lie down in the middle of the day." It is interesting to find that Mr. Venables, Mr. Woosnam, and Mr. Smith, the agent for Mr. Fuller-Maitland, allow all their men to cease work on Saturdays at 4 p.m., a privilege which is much appreciated by the men, and said to be well repaid to the masters by the contentment which it produces.

Meal hours. (54.) The meal hours are not always the same on every farm, but they are said to be generally:—

Breakfast, half an hour, about 7 or 8 a.m.

Dinner, 1 hour, about 12 noon.

Luncheon or bait in the evening, 10 minutes at about 4 p.m. or 5 p.m.

Supper, no fixed time.

Horsemen take from 12 to 2 or 2.30 p.m., and feed their horses at the same time.

In the summer, when the hours are earlier, there is sometimes a luncheon before 6. a.m The only thing which seems to be worthy of particular notice is the fact that most men are agreed that the meals are of very uncertain duration. As the men say at Llysdinam, "As soon as you begin to eat you've got to "work again. No settled time at all." At Llangammarch, "No fixed time; you hear the people shout, "and it is a case of bolt your victuals, and be off with "you. Digest it as you can." At Erwood the farmers said, "We are not very particular about time; they go "off when they've finished." Mr. Jones, wool-dealer, of Newbridge, described the meals as follows:—

Breakfast, 7 to 7.30. Basin of broth with leeks, bread, and sometimes cheese; sometimes coffee.

Dinner, 12 to 1 p.m. Boiled bacon and broth, seldom beer, except in harvest.

Luncheon at 5 p.m. Cup of tea, bread and cheese, generally taken out to the men in the fields.

Supper at 8 p.m. Basin of broth or milk, bread and cheese.

It is rare even for married men to go home for their meals, but of course if they do go home it is more necessary for them to have fixed times for their meals.

Sunday work. (55.) From the third week of May till the middle of November all horses and cattle are turned out in the fields; consequently, during those months there is no regular Sunday work at all. During the rest of the year the hours are: For waggoners, from two to four hours, generally four; for stockmen, four to six hours, generally six. Chapel Sunday school in the afternoon is conducted by the members, and no man complains that he is unable to attend, and evening chapel is the regular rendezvous for farm servants, and is the best recreation of the week.

General summary. (56.) Work generally lasts for about 12 hours a day, or from light to dark.

VI.—Wages and Earnings.

Current wage: Farm servants living in the house. Carters and stockmen. (57.) The wages of farm servants living in the house average about 18*l.* to 20*l.*

A young man, or "lumper," as he is called, may get 15*l.*, one rather older and stronger gets about 18*l.* A good first-rate man from 18 years of age to 25 years gets 22*l.*, and sometimes 25*l.*, these are carters and stockmen, and a head man or bailiff sometimes 30*l.*, and, of course, board and lodging.

Farm servants are naturally much influenced by the character which the farmer bears for feeding his men well, and keeping his horses up to the mark. They will sometimes take 2*l.* less to go to a house which is well spoken of.

Boys in the house. Boys who are half-timers, or very young, begin with 5*l.*, but at 14 years of age they can earn 9*l.*, rising to 15*l.* in certain cases.

Dairymaids and women in the house. The wages of women who are boarded and lodged in the house and employed in dairy work begin as a rule at 9*l.*, and rise to 16*l.*, according to their efficiency. A good dairymaid is in great demand.

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Regular servants who are married and live in cottages are paid in three different ways:—

Regular servants living in cottages, or workmen. (i.) From 14*s.* to 16*s.* a week, with cottage and garden free, or 18*s.* a week without privileges, the man finding his own food.

(ii.) 9*s.* a week in winter, 12*s.* in summer, and all his food at the farm. This seems to be the usual plan with the average farmer, the first plan only prevailing on estates. It is usual on estates for a new man to get 1*s.* a week less than a man who has proved his worth.

(iii.) According to plan adopted by Mr. Evan Thomas, of Rhosferig, 11*s.* a week wage, and the use of a cow, estimated at 3*s.* a week, and cottage free.

Differences on farms. There are many slight differences on every farm, *e.g.*, Mr. Bache, of Houghton, in Radnorshire, gives all his men alike 13*s.* a week, with privileges, his shepherd getting 5*s.* a week extra in lambing time, his carter 10*s.* for every foal, and his stockman the stud fee for the use of the bull, and so on.

Waggoners on some estates get 17*s.* 6*d.*, because of the Sunday work, wages being reckoned at 2*s.* 6*d.* a day.

Shepherds. Professional shepherds, who are distinguished from the bailiffs or head stockmen and sheepmen, earn wages in a peculiar way. One man is generally employed by several farmers to look after their dry sheep, or males from 1½ years old and upwards, on the hill, and he is paid 4*d.* a head, or 6*d.*, according to whether the sheep are kept on the hill for the whole year or not. This wage varies, of course, immensely, but is not as a rule less than 18*l.* or 20*l.* a year without food, and may be a great deal more; the shepherd has his house free, and usually keeps cows and ponies, and is in the nature of a small farmer. The stock of these men is in the habit of growing, as they don't sell the calves, and the farmers wink at it; they live a long way from good roads, and depend almost entirely on what they grow, as it is very difficult to haul a cart up there for six months in the year.

They live hard, and probably save more than others. Captain Thomas says, on their estate "the shepherd "gets 14*s.* a week guaranteed, and the keep of two cows "and a pony, and the tenants of the estate are all com-"pelled to employ the same shepherd." This system of partnership in the case of a shepherd's services is common in Breconshire, but less frequent in Radnorshire, where the hills are greatly enclosed, and sheep more accessible.

Mr. Lewis Lloyd, of Nantguilt, says: "I employ two "shepherds, each of whom has a house; one earns 20*l.*, "the other 26*l.* per annum, both have the run of the "ground on the farm, and keep about six cows a piece, "and some young cattle. They also cut peat on the "hill for fuel."

Workmen or jobbing men. The jobbing men who are engaged by the day are paid on the small farms 1*s.* 6*d.* a day in winter, and 2*s.* a day in summer as a general rule, but on estates the price is at least 2*s.* 6*d.*, and very often 3*s.* and 3*s.* 6*d.* a day in summer, though sometimes only 2*s.* a day in winter.

This kind of workman is probably superior, as jobbing men are seldom employed on the farms.

Bailiffs or headmen. Bailiffs are as a rule nothing more than the head stockmen, and their wages are either the same as the other men, about 15*s.* a week or 1*s.* extra—making it 16*s.*, and privileges; where they are really made head men or managers they get as much as 1*l.* per week and special privileges.

For example, Mr. Davies, of Wernhir, has a bye-take adjoining his farm called Cefn Coch, 90 acres (10 arable) where a man lives in sole charge. He has his house rent-free, firewood, the use of a cow, the privilege of setting 2 bushels of potatoes, the right to keep poultry and a pig, and 10*s.* a week wages in cash, which is reckoned by Mr. Cowper Coles to be equal to 18*s.* a week.

Women. Women are seldom employed, but their wages are said to be 1*s.* to 1*s.* 3*d.* a day. Mr. Cowper Coles says: "We employ women regularly for milking, potato "picking, poultry plucking and dressing, and other "light work at 1*s.* a day, or 1*s.* 6*d.* and a bit of food."

Compared with past times. (58.) Wages ran very high in May 1892, and are said to have been higher than at any previous period, a fact traceable probably to the rate prevailing in the South Wales industries. On Mr. Woosnam's property a general labourer aged 74 is now in receipt of 15*s.* a week which he has had for 20 years. Previous to that,

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when he was in full strength, his wages were 12*s.* a week for seven years and the older wage before that was 1*s.* 6*d.* a day, or 9*s.* a week. A farmer at Erwood said: "A head farm servant when I was a boy used to "cost from 9*l.* 10*s.* to 10*l.* 10*s.* at 25 years of age, and "the second man, a 'lump' of 18 years, cost 5*l.* or 6*l.* "I now have to pay 22*l.* for one man." The price of servant girls used to be 4*l.* to begin with, and is now 9*l.*

Opportunities of adding to wage by piece-work, &c.

(59.) There are practically no opportunities for a farm servant to add to his annual wage by piece-work or by overtime. He is engaged to do all that he can for a fixed wage, and piece-work is only given to jobbing men with special skill like drainers or hedgers, or to men employed for three or four days in the week by farmers who are short-handed. Regular men, who live in cottages, occasionally, but very rarely, get a chance. Piece-work is very rarely resorted to at all in the district, but it is still used by many for making new fences, rooting old fences and clearing ground, mowing and draining, and by one or two for hoeing turnips, and very rarely for topping by the load; there is also wood-barking in places.

Prices of piece-work.

(60.) The following are average prices:—Hedging or fencing 4*d.* a perch or "rope," a local term, up to 10*d.* or even 1*s.*, making at least 3*s.* a day. Mr. Woosnam says, "Hedging, *i.e.*, laying down or "plashing quick hedges is often let by piece-work at "prices varying from 6*d.* to 1*s.* per perch of 7 yards, "adding 2*d.* or 3*d.* a perch if a ditch is made as well as "the fence."

Wire fencing is sometimes done piece-work at 3*s.* per perch of 7 yards, for making a fence of seven lines of wire, felling the timber for posts and stakes, making them, and erecting the fence complete. Thatching used to be let at piece-work, but Dutch barns are now so very general that it is seldom required.

Draining, 3*s.* to 3*s.* 6*d.* a day or 1*s.* a perch of 7 yards, 2½ feet deep, or 3 feet for main drains, and 1*d.* extra if turf or sods are replaced.

Mowing 4*s.* an acre, the man supplying his own food and drink.

Turnip hoeing from 9*s.* to 12*s.* an acre, twice over.

Wood-barking: Mr. Mogg says, "Generally speaking "a man at wood-barking is calculated to earn a day and "a half's wages in one day."

Payment in hay time and harvest.

(61.) The hay and corn harvest are generally done by the farm hands without any extra pay whatever, but there is nearly always beer or cider, or teetotal drink given in the fields, and occasionally dinner and evening lunch, and a reaping dinner at the end with plum pudding and better cheer than usual. That is the rule, and extra hands are seldom employed by the small farmers, who are very ready to help one another.

There are a few people who pay differently. Mr. Evan Thomas of Rhosferig gives all his men a sheep at the end of harvest but he supplies no drink. Mr. Cowper Coles, on Sir Joseph Bayley's estate, gives 1*s.* extra per day, Captain Thomas, R.N., on Miss Thomas's estate, gives 6*d.* a day in lieu of beer money, and 1*s.* a week extra pay for 13 weeks, making an average of 2*l.* 4*s.* for the harvest during the last two years. Mr. Bache of Knighton gives 6*s.* a week additional for two months, four dinners a week, lunch if they work after six. No beer or cider whatever. It is usually considered by the farm servants that the long summer hours make up for the short hours in winter and are paid for in the annual wage.

Perquisites, allowances, &c.

(62.) Perquisites and privileges belong to married men who live in their own cottages and are in regular employment. Such men are only employed as a rule upon large farms or estate farms. Their privileges vary to some extent on each farm and the best way of making them clear is to enumerate them under the names of different employers.

Mr. Woosnam gives: house and garden free, a cart-load of potatoes, 1 lb. of butter a week, skimmed milk as much as required, firewood, haulage of two loads of coal, privilege of keeping one ewe and lamb on the farm with the use of the tup. Run for a cow in the summer in one case. These privileges are common to all except the pound of butter and the privilege of keeping the ewe.

Mr. Clifton Mogg: house and garden free, potato ground 10 to 12 perches, 1 lb. of butter a week, as much milk as required.

For the shepherd on the hill, keep of cow and one pony, firewood, haulage of coal, meat and drink in shearing and harvest.

Mr. Evan Thomas, of Rhosferig: house and garden free, use of one cow, firewood, haulage of coal, one sheep in harvest in lieu of drink.

Mr. Cowper Coles: House and garden free, sometimes leave to set potatoes, skimmed milk for those who have children.

Mr. Bache: house and garden free, potato ground, run for a pig, food in the house or 5*s.* a week, supper if kept after 6 p.m.

Beer or cider very common in most parts of Radnorshire.

Mr. Davis: cottage and garden free, use of a cow, run for a pig, poultry, and geese, privilege of setting potatoes, food in the house.

Payment in kind.

(63.) The system of payment in kind is not recognised in the district, but on every ordinary farm where a married man is employed it does exist in this form, that the man gets his food in the house in lieu of wages, and his wife gets 9*s.* a week as his wages and sometimes only 7*s.* in money in the winter months, and 12*s.* in summer.

The privileges above referred to of milk, potatoes, firewood, sheep and the like are in a sense payments in kind, but they do not cause any reduction in the wages, and they are treated as gifts, which do not form part of the contract.

Wages earned in other occupations.

(64.) The only instance of wages earned by other occupations is that of wood-barking, which is not often done by the farm servants or regular labourers. Men earn at it about 1*l.* a week for six weeks or two months in the year.

Estimated annual earnings.

(65.) The following are actual examples supplied to me by Mr. Woosnam and others of the wages and privileges granted to particular men:—

Mr. Woosnam. Farm 230 acres.

(1.) Bailiff or cattle and sheep man:—

	£	*s.*	*d.*
Wages, 15*s.* a week	39	0	0
1 lb. of butter, or 1*s.* a week	2	12	0
Skimmed milk, 1*s.* a week	2	12	0
Potatoes, as much as he wants, 1*s.* a week	2	12	0
Firewood, 6*d.* a week	1	6	0
Haulage of 2 loads at 8*s.* a load	0	16	0
Privilege of keeping 1 ewe and 1 lamb and the produce of it (*i.e.*, the wool and the lamb)	1	10	0
Total	£50	8	0

(2.) Two carters or waggoners, married men:—

	£	*s.*	*d.*
Head carter	20	0	0
Second ,,	18	0	0

(With board and lodging free.)

If single men lodge with a bailiff, which is sometimes the case, they pay 7*s.* a week for board and lodging, and 1*s.* a week for washing, so that board and lodging alone are equivalent to 18*l.* a year, and their whole wage equal to 38*l.* and 36*l.* respectively.

(3.) Odd man, general labourer:—

	£	*s.*	*d.*
Wages, 15*s.* a week	39	0	0
House and garden and 3½ acres of meadow at 7*l.* a year (4*l.* less than market value)	4	0	0
Run of cow on the farm during the summer months, equal to 2*s.* 6*d.* a week for 16 weeks. His hay treated like the rest on the farm, cut, tedded, and stacked for him	2	0	0
Setting potatoes in the field, or a cart-load of potatoes	2	10	0
Keep of 5 sheep on the hill, reducing master's flock by that number	0	12	0
Haulage of 2 tons of coal	0	16	0
Firewood	1	6	0
Total	£50	4	0

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Home farm, 100 acres, rent at 150*l.*

(1.) Bailiff or cowman and sheepman:—

	£	s.	d.
Wages, 16*s.* a week	41	12	0
1 lb. of butter, or 1*s.* a week	2	12	0
Skimmed milk, 1*s.* a week	2	12	0
Potatoes (reckoned by the men to be worth at least 2*d.* a day)	2	12	0
House rent free, 1*s.* 6*d.* per week	3	18	0
Haulage of 2 tons of coal at 5*s.* a load	0	10	0
Firewood free (reckoned at 6*d.* a week)	1	6	0
Privilege of keeping 1 ewe and lamb	1	10	0
	56	12	0
Wife gets 2*s.* 6*d.* a week for milking and feeding the poultry	6	10	0
Total for man and wife	£63	2	0

(2.) Waggoner, married:—

	£	s.	d.
16*s.* a week wages	41	12	0
All the other privileges, except the butter	12	8	0
Total	£54	0	0

(3.) General workman, married:—

	£	s.	d.
Wages, 15*s.* a week	39	0	0
Same privileges, less butter and privilege of keeping ewe and lamb	10	18	0
Total	£49	18	0

The labour on this farm costs about 30*s.* an acre, but, notwithstanding this, it has paid over a succession of 10 years the full rent and 5 per cent. interest on the capital employed. The rental 30 years ago was 36*l.*, and the farm carried 8 head of cattle, 30 sheep, and 2 horses. The rent is now 150*l.*; the farm carries 35 head of cattle, 100 sheep, and 4 and sometimes 6 cart horses. The men turn out the stock in their best feathers, and are considered hard sellers. The men often tell Mr. Woosnam they are willing to rely upon the profits of the farm for their wages.

Mr. Thomas, of Rhosferig. Farm, 320 acres.

(1.) Bailiff:—

	£	s.	d.
Wages, 1*l.* a week	52	0	0
Use of a cow, 3*s.* a week	7	16	0
Good house and garden free	5	0	0
Haulage of coal at 5*s.* a ton	0	10	0
Firewood free	1	6	0
At harvest	1	0	0
Total	£67	12	0

(2.) Two carters and one general workman:—

	£	s.	d.
Wages, 11*s.* a week	28	12	0
Use of cow, or 3*s.* a week	7	16	0
Cottage free, worth 7*l.* to rent.	5	0	0
1 sheep at harvest	1	0	0
Total	£42	8	0

He employs an extra man at similar wages for six months in fine weather and several extra men in harvest.

Mr. Clifton Mogg.

Working bailiff:—

	£	s.	d.
Wages, 1*l.* a week	52	0	0
1 lb. of butter = 1*s.* a week	2	12	0
As much milk as required = 1*s.* a week	2	12	0
Cottage or farm house, rent free	4	0	0
Potato ground, 1*s.* a week	2	12	0
Haulage of coal	0	10	0
Firewood free	1	0	0
Total	£65	16	0

Head shepherd:—

	£	s.	d.
Wages, 18*s.* a week	47	16	0
Similar privileges	13	6	0
Total	£61	2	0

Labourers:— B.-VIII. BUILTH.

	£	s.	d.
Wages, 15*s.* a week	39	0	0
Usual privileges (less butter and milk)	8	2	0
Total	£47	2	0

Mr. Bache, of Knighton, says: "Our wages are 13*s.* "a week, and we reckon the privilege of house free, "potato ground, and run for a pig equal to another 5*s.* "a week, so that the annual earnings would be 18*s.* a "week, or 47*l.* 16*s.*

On small farms:—

It is very difficult to get estimates of annual earnings on small farms. The men are willing to take from 9*s.* to 12*s.* a week, and to be fed in the house, and they generally have their cottage free, and, as in Mr. Davis' case, a run for a pig, geese, and poultry on the farm.

	£	s.	d.
Wages, about	30	0	0
Food	12	10	0
Privileges	4	10	0
Total	£47	0	0

Mr. Cowper Coles says: "Mr. Davies, of Wernhir, "employs a man to take charge of a large take. He "allows him:

"Wages, 10*s.* a week,
"House free,
"Firewood and haulage,
"Use of a cow,
"Potato ground for two bushels,
"Run for a pig and poultry.

"(When he comes over to work on the farm 9*d.* is retained for his food so that he does not always take the full 10*s.* a week.)

"I consider the man's position to be worth at least 18*s.* a week, or 46*l.* 16*s.* a year, but many would say 1*l.* a week, or 52*l.*"

VII.—Cottage Accommodation.

Supply.

(66.) There are very few cottages attached to farms in the district. Some farmers complain of it, but most are content to have all their servants in the house. Mr. Evan Thomas, of Rhosferig, said: "It would be a "great convenience to farmers if there were more "cottages, because they cannot afford to pay cash "with the same ease that they can give perquisites, "and they cannot give perquisites except to men "living in their cottages." Most "workmen" or casual labourers live in villages, and there are in many parishes deserted or ruined cottages near the hills which used to be occupied by farm workmen when they had a certain amount of land and kept cows of their own. In the villages there are plenty of cottages in most places, and even some of the deserted outlying cottages are quite habitable, but there is nobody to occupy them. Most of the accommodation in the district is found in the farmhouses, and when that cannot be done young men are boarded with the bailiff in his cottage.

Compared with the past.

(67.) On the larger estates new cottages have been put up when required, and on Miss Thomas's estate in 30 years there have been 30 new farmhouses erected with improved accommodation for the servants. In the old days there must have been more cottages in the out of the way places, and less concentrated in villages or near centres of attraction like the railway stations, which are of quite recent date. Messrs. Powell and Grant say: "A number of workmen's cottages have "been erected on the Gibson Watt estate during the last "15 or 20 years at a cost of from 200*l.* to 250*l.* each accor- "ding to the situation and distance to cart materials."

Distance from work.

(68.) Where there are farm cottages they are, of course, quite close to the work, and I heard of no complaint that workmen had to go far, even from the villages. This is probably due to the fact that day workmen are so rarely employed. At Llysdinam it was said that some of the farm men had to send their children three miles to school, and no doubt that difficulty must always arise in distant farms.

Concentrated in villages.

(69.) Farm servants who are married and regularly employed live in cottages scattered about the farms. Carpenters, smiths, and other artizans, and a few casual labourers live in the cottages concentrated in villages.

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Condition and construction.

(70.) The older type of cottage is built of thick mud and stone with a thatched roof, and I am indebted to Mr. Baldock Fry, the medical officer, for the following example of it:—

At Cefn-gar-wydd—

(1.) Stone, thick mud walls, thatched roof, kitchen 20 feet by 16 feet, 7 feet high; two bedrooms over this, 10 feet by 8 feet, windows very small. Lean-to shed opening out from kitchen for coal and wood. No fire-place or means of ventilation except the windows in the bedrooms.

(2.) Stone, partly with weather boarding and tiled roof. Two rooms on ground floor. Kitchen 12 feet by 10 feet, height 7 feet, stone floor. Two bedrooms 10 feet by 8 feet, height 6 feet 6 inches. Windows 18 inches square.

(3.) At Pentre-llwn-llwyd.—Cottage inhabited by a shepherd with wife and six children. Built of mud and stone, and tiled with shingle. Kitchen 12 feet by 10 feet, height 6 feet 3 inches, earthen floor, one window 15 inches square, open fire-place. Opening off the kitchen is a room used as a bedroom, with earthen floor, about 7 feet by 5 feet, windows about 1 foot square. No other ventilation. Upstairs, two rooms, windows about 15 inches square on the floor level, the walls being about 18 inches high, and the roof sloping up to about 9 feet. No fire-place upstairs.

Most of the modern houses are built of brick, and have slated roofs, and in nearly all the flooring consists of big slabs of slate, which are apt to "sweat" in damp weather.

Mr. Bache says: "In the district of Knighton the "newer cottages are getting furnaces in the back kitchens "which prevent damp in the living-room on washing "days."

The farm-houses.

(71.) The old farmhouses are quite as bad as the cottages in their construction, for it is the rule with them to have the bedrooms opening into each other, and, generally speaking, too few of them, so that it often happens that men and women have to pass through each other's rooms, or farmers have to share rooms with their daughters as best they can. This has been greatly improved on Miss Thomas's property, and the new farms have never less than four bedrooms, and occasionally six.

State of repair.

(72.) Dr. Fry says: "the general condition and state of "repair of the cottages in the district is much better "than that of the farmhouses. The men make no "complaint on this score, but in Builth itself there are "a certain number of really disgraceful cottages which "have been condemned again and again but to no "purpose, and this is apt to be the case where the "cottages belong to small impecunious owners. The "estate cottages, being very few in number, are "generally well looked after."

Accommodation.

(73.) It is the rule for most cottages to have at least two bedrooms, but at Newbridge I visited a row of six cottages of the worst possible type, with only one bedroom for each. In other places, although the cottages contain two bedrooms, one is only a tiny little place on the landing, which is just large enough to hold the bed and no more. The modern cottages on the Gibson Watt estate comprise a good sized kitchen, back kitchen, and pantry with three good bedrooms over, and about a quarter of an acre of garden ground at a rent varying from 2*l.* 10*s.* to 3*l.*, the landlord doing all the repairs.

Drainage.

(74.) With the older cottages there is no attempt at drainage, but with the newer ones, the sanitary condition has been attended to, privies and slop drains being provided. The men had no complaints to make on this subject.

Outhouses.

(75.) Mr. Woosnam says in regard to these matters: "Ten years ago, scarcely one cottage in a parish was "provided with a privy. I put up 12 privies four "years ago, and of these only eight have ever been "used. Even on the home farm the privy has never "been used." The men said in various places that there were several cottages sharing one privy, but they made no complaint of it. The farmers who are guardians would not care to have more accommodation insisted upon.

Water supply.

(76.) "On the whole the water supply is good, pure "spring water being as a rule obtainable everywhere "within short distances of the cottages." That is the report of the doctor, but it is not borne out by my inquiries. For example, at Llysdinam the men said: "The "water supply is very scarce, we have to fetch it about "half a mile to three-quarters. There is only one tap "in the village of Newbridge, so that the same water is "first used to wash the people and then the cottage to "save the trouble of fetching it." At Llangammarch and Erwood the supply is good, but at Builth, the men said: "This is a great difficulty; there is hardly a meeting "of the guardians without some complaints from "farmhouses and cottages; if there is a good supply it "comes from an open drain." It is said to be a defect that owners cannot be compelled to go beyond an expense of 13*l.* odd, and it costs a great deal more to do the necessary work properly except for a group of houses. The Newbridge difficulty has been considered by the Local Government Board, and Mr. Venables is doing all in his power to put things right.

Ownership and tenure.

(77.) Nearly all cottages on the farms are held by the farmer, who allows his labourers to occupy them rent free. It is a very rare thing for labourers to hold them of an estate owner, though at Llangammarch the opinion was expressed that it should always be the case. In the villages all the cottages are hired from independent owners, who are generally small people who have invested their savings in house property. There is hardly a cottage in the district owned by a labourer except at Llanfihangel where there are some half a dozen squatters. The farm cottages are invariably held on condition of the occupier working on the particular farm or on the particular estate. They are generally hired by the year, but the tenancy is usually terminable by a month's notice on either side, occasionally three months, and sometimes six.

Rent.

(78.) The average rent of cottages varies according as they are in villages or away in the country. In the villages they cost from 5*l.* to 7*l.*, and in the country 3*l.* or 3*l.* 10*s.* or 3*l.* 15*s.* In Builth 7*l.* or 8*l.* The men said it was only a very poor cottage that could be got for 4*l.*, and at Llangammarch 3*l.* was charged for a cottage with a single bedroom. Estate cottages of an excellent character, especially on the Watt estate, are let at 2*l.* 10*s.* or 3*l.* only. The garden is always included with the cottage.

Rates.

(79.) It is a very common thing for the occupier to pay the rates, especially for solitary cottages in the country. In the towns landlords always pay for tenements under 8*l.* a year, and tenants for those of which the rent is over 8*l.*, in the villages the owners generally pay. The average amount in the £ paid for poor rate in the rural portion of the union for the year ending Lady Day 1893 was 2*s.* 5½*d.* The poor rate includes the cost of the poor, maintenance of highways, school board, and sanitary rates and county rate. Cottages occupied by labourers on farms are not rated, as they are included in the farmer's taking and he is rated for the whole. The rates on cottages in the villages are in most cases paid by the owner.

VIII.—Gardens and Allotments.

Gardens.

(80.) With the farm cottages there is almost always a good garden, but in the villages the gardens are often very small. Gardens are not of much account in the district owing to the long hours for which men are employed. It seems that on the smaller farms a large garden is one of the means of attracting married men to the farm. For example, at Newbridge the men said: "Gardens here are very small, not worth considering "as a privilege. A man can grow leeks, onions, "parsley, parsnips, and a few potatoes." At Llangammarch, "The gardens are so small that they are "not large enough to keep a pig in. The majority "are not of much use, 10 yards by 5 or 50 square "yards. Each has got a pigstye." At Builth it was said: "In Builth very few have gardens at all, but in "the villages they are of fair size but badly distributed. Those who would work them best often "cannot get them." At Erwood, "The gardens here "are of good size, about 300 square yards or more."

Allotments generally.

(81.) There are no garden allotments in the district, and there is no demand for them, though they said at Llangammarch you could get a garden if you chose to pay 1*d.* a square yard for it, or at the rate of 20*l.* an acre.

Pasture allotments.

(82.) The only allotments which are known or understood in the district are pasture allotments, which are in the nature of small holdings. Miss Clara Thomas, of Cae'rwnon, has given such to all married men on

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her estate. They each get when married four to five acres of land for cow pastures at 1*l.* an acre free of rates and tithe and a cottage with garden, cow-house, hay-barn, and pigstyes at 3*l.* 15*s.* a year. There are 15 of these in Breconshire and six in Radnorshire.

Messrs. Powell and Grant, on the Watt estate, say: "We have rather larger cottages which are let to the "labourers with a few acres of land to give those who "want it an opportunity of keeping a cow. Our "object has been to endeavour to vary the size and "class of holding as much as possible to give the "labouring man an opportunity of bettering his posi-"tion by rising from a labourer up to a farmer, and "several of the tenants on the estate have done "so." Mr. Lewis Lloyd says: "I now only employ "two labourers, but I allow both of them to have a "house free and land for a cow." Mr. Fuller Mait-land is also said to have allowed a similar privilege to one or two men, and at Erwood the men said: "There are three pieces of land here for pasture allot-"ments, less than five acres altogether. They are let "at 1*l.* an acre in plots of 1½ acres or more. The agri-"cultural value of the neighbouring land is about 12*s.* "an acre, and this is too poor to grow fern on." At Llangammarch the men said: "Half of us would like "to keep a cow. We have to pay 4*d.* a quart for milk, "but we have no room to keep anything at all. If "the men had an allotment in the shape of a field for a "cow they would not be so ready to leave for the "towns."

Cow runs.

(83.) In Radnorshire several farmers find cows for their workmen, and in the Builth district a few do so. Mr. Thomas (of Rhosferig) offers his men the use of a cow or 3*s.* a week. Every man prefers to take a cow if he has got a wife who understands the dairying. Mr. Bache of Knighton says: "I allow my men a cow at 3*s.* a "week, *i.e.*, I pasture it for them and they use it. Two "out of three take it if they have a wife who is "willing to undertake the trouble." Mr. Woosnam allows one of his men with 3½ acres of pasture to have a run for his cow on the farm while the grass on the holding is growing. Shepherds in the hills nearly always have the right to keep a cow.

Sheep.

(84.) It is not an uncommon thing to allow men to keep one ewe and sometimes two in a flock. The man has the wool and the lamb or lambs, and the master provides food and the use of the tup. Mr. Woosnam does this.

Going "halves" with the farmer.

(85.) In other farms tradesmen and labourers or even farm servants buy sheep and pasture them with the farmer on the system of "halves." Advertisements for people willing to do this frequently appear in the papers. The farmer having no money to provide stock is willing to take charge of other people's stock and share the wool and lambs with them. It is so common for farm servants to make arrangements of this kind that it is very frequently made a condition of the hiring that the servant shall be allowed to bring so many sheep on the farm at so much per head. The condition of the farmers is such that it is said that scarcely one out of ten owns the whole of the stock upon his farm. When they get "under the wind," as they say here, the servants take the opportunity of raising their stock at the expense of the master. Occasionally men have the right to run so many sheep upon the hill, which merely diminishes the master's right to that extent.

Small holdings.

(86.) There are a considerable number of small holdings at a rental of less than 20*l.* per annum. In the parish of Llangammarch alone there are 16, and there are several scattered about through the district. Mr. Lewis Lloyd says: "I have no less than seven "farms let to men who began life as farm labourers "who pay rent ranging from 12*l.* to 80*l.* a year and "averaging 50*l.*" Mr. Woosnam says of them that they are like emeralds on the landscape owing to the use of pig manure, which makes the grass very rich. The diminution of such holdings and the desire for more has already been mentioned, but it may be stated here that their falling into decay is traced by a great many people to the Education Act and the high standard of living. Men are said to live wholesomer and more civilised lives in the villages and can no longer exist at a great distance from school and the amenities of village or town life with the same contentment that they formerly did.

Agricultural societies.

(87.) A great stimulus is given to the cultivation of small holdings by the Agricultural Society of Builth, which, through Miss Clara Thomas, offers valuable prizes every year for success in different operations. There are other societies at Brecon, Hay, Devenycock, and Crickhowel, but they are not so prosperous as that of Builth.

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Potato grounds.

(88.) It is the usual thing for married men who are regular farm labourers to have potato ground on certain conditions. Some pay 10*s.* a bushel for setting potatoes, the farmers doing all that is necessary for ploughing and manuring the land. That is generally done at Erwood. Others plant their own potatoes free of charge and find their own manure, which the farmers haul for them. They are allowed to plant one, two, or three bushels as the case may be, and it is usual for them to take from 80 to 100 yards for a bushel. They are supposed to provide enough to keep a pig and get enough for the use of the family all the year round. It is usual to treat the time for setting and picking up as the master's time so that the men lose nothing over it. Masters generally haul the potatoes home for the men besides.

Live stock kept by labourers (i.) Pigs.

(89.) It is usual for men who have any convenience for it to keep a pig, and they are very rarely restricted even on the farms, but occasionally those who have charge of the granary are not allowed to keep either pigs or poultry. This applies rather to the large than the small farms, for in the smaller places workmen get less wages and are treated with greater freedom in regard to privileges. They could not be kept otherwise. In Builth people are supposed not to keep pigs from May to August for sanitary reasons. In the majority of places it is said, "Most workmen keep pigs," but at Llangammarch "not more than one-third have them." In the villages there is seldom any proper convenience for them.

(ii.) Poultry.

Everywhere there is a certain amount of poultry kept—but it is not very common, and is constantly complained of because of the damage to neighbour's gardens.

(iii.) Ducks.

Ducks are very rarely kept.

(iv.) Bees.

A few keep bees; but they too are very rare. The policeman at Hundred House kept 20 hives, and it is said to be a pity that the plan is not more adopted seeing that it is a heather country.

IX.—Benefit Societies.

Extent to which labourers belong.

(90.) It is very difficult to get anything like a reliable estimate as to the membership of the different clubs in the district. It seems clear that where branches of the Foresters' and Oddfellows' Societies exist they increase in strength and are in a flourishing condition, but where there are nothing but local clubs the average of membership is poor and the clubs are generally weak or are disappearing. The farm servants, who constantly change their places, do not join any society very often, but if they do it must be a big society. At Newbridge the men said, "Not more than half the men belong to a club." At Llangammarch, "all local clubs here except "at Beulah, most of the labourers belong (*i.e.*, the married "men), but not as a rule the farm servants. Farmers "generally belong." At Builth "more than half belong, "even of farm servants." At Erwood, "It is only a "minority belong, about six or eight in the district; "about four miles off in the Hay Union a good many "belong." At the Hundred House, "In the open "country clubs are done away with a good deal. Very "few belong to any clubs at all."

Class of societies.

(91.) There are local clubs at Builth, Llanafanfawr, Llangammarch, Garth, and Llanelwedd, and there was one recently at Beulah which is dead; most of them are in a weak condition. At Pennybont, which is near the district, there is a very flourishing local society, and there is another at Rhayader. There are branches of the Foresters at Newbridge, Beulah, and Builth, where also there are branches of the Oddfellows and Rechabites, and at Glasebury there is a very strong lodge of the Oddfellows to which farmers, farmers' sons, and labourers belong. Subscriptions to Foresters are 1*s.* 8½*d.* a month, lowest subscription, up to 2*s.* 7*d.* for the highest. The local clubs require as little as 6*d.* a month in some places.

Encouragement by employers.

(92.) Mr. Cowper Coles says that on Sir Joseph Bayley's estate no man is employed who does not belong to some club. It is the rule of the estate to make up the difference between their sick pay and their wages, and to give nothing to any man who belongs to no club. Captain Thomas of Cae'rnwon says: "We give our men "who are unable to work a pension of 5*s.* a week after

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20 years' service. There are three pensioners at the present time.

Reading rooms.

(93.) There is a reading room at Builth but none in the rural villages.

Savings banks.

(94.) There seems to have been no attempt to create school saving banks except at Brecon, but of this I am not certain, as I have failed to get proper answers to my questions on the subject.

Other clubs.

(95.) Coal clubs, boot clubs, and maternity clubs are very common in Breconshire, and are to be found in all villages of any size.

Recreation.

(96.) There are no means of recreation and no games such as football or cricket. The fairs and the chapel meetings are the only occasions for recreation.

X.—Trades Unions.

Trades unions.

(97.) There are no trades unions, and there does not appear to be the smallest desire for any. The scarcity of labour is men's best protection, and if they are discontented they go south.

XI.—General Relations between Employers and Employed.

General opinion.

(98.) The relations of employers and employed in this district appear to be exceptionally good. Masters and men are on easy terms. The class distinction between the two is very slight, and they meet each other more as partners than as masters and servants.

Men's opinions.

(99.) At Newbridge the men said: "The feeling is "good between us, but farms are too dear. The relations "between us have always been good, but things are "tight with the farmers now, and times are bad." At Llangammarch: "The relations are very fair, masters "and men don't fall out about here." At Builth, one man said, to illustrate the general feeling, "I've be- "longed to Mr. Woosnam for seven years, and we "have not quarrelled yet. The general relations "between masters and men are good." At Erwood: "The relations are very friendly; if there is any "change it is on the part of the farm servants, who "are more restless and independent; there are not "two who have remained five years in one place."

Masters' opinions.

(100.) Mr. Woosnam says: "The relations between "masters and men are exceptionally good, and this is "shown by the fact that men take a pride in their "work, and in their horses, which is quite remarkable." Men would not work in this way or make their hedgerows a feature of this district unless they felt well disposed to their employers. Mr. Clifton Mogg says: "I "see very little change in the relations, except that the "restlessness which seems to affect every class of "servant makes the agricultural labourer more inclined "to change masters than he used to be, and on this "account the bond between them is weakened, and "they are less inclined to study each other's interests." It is interesting to remember in connexion with this that when the year of engagement comes to an end it is very rare for either party to it to inform the other what he intends to do after the fair day. The workmen who are married men stay longest in one place, but good masters retain even farm servants for several years in succession. I heard it said on several occasions that Radnorshire farmers treat their men with less consideration than those in Breconshire; they work them longer hours and feed them worse. I could not verify this, as I got so few answers from persons whom I addressed by letter in Radnorshire, but as the statements were made in public meetings and not contradicted, I record them for what they are worth.

XII.—General Condition of the Agricultural Labourer.

General opinion.

(101.) There is no doubt that the condition of the agricultural labourer in this district has improved, especially when compared with that of the small farmer. The scarcity of labour makes it almost certain that he will be able to get employment when he goes to the fairs, and the same cause has either raised the general standard of wages, or kept them up to the height reached in more prosperous times. In education, in dress, and in manners, the agricultural labourer of to-day is superior to the average farmer of a few years ago, and financially a great many of them are better off than the small farmers.

I have already alluded to the fact that labourers very often own part of the stock on the farm, but I came across one interesting example of this in a farmer who was employing his brother as a labourer. The farmer had great difficulty to make ends meet, and had no money to buy stock; the brother, whose wages were regularly paid, supplied some sheep on the halves principle, and by degrees the labourer came to own more of the stock on the farm than his employer. There is no doubt, too, that the standard of living has risen. This is proved by the fact that young men who lodge with the bailiffs will give 7*s.* a week for their board and lodging, and expect to get a fresh meat dinner every Sunday. Their keep at a farmhouse in the old days would hardly have cost 3*s.* 6*d.* The men who are worst off are the married men, who accept 9*s.* a week in the shape of wages, and are boarded at the farm. They have too little to take home to their families, and the men rightly say that it is a difficult matter for them to get along.

The Agricultural Labourer.

(102.) The men generally acknowledge that their position has improved, but they insist on it that land was more easily procurable in the old days, and some say that extra money at harvest times was then more commonly paid than now. They also complain that meat is dear and milk scarce.

Men's opinions.

On the other hand, wages have certainly risen. For example at Llysdinam, "Wages have improved 3*s.* "during the last 10 or 15 years, but 20 years ago "they were better still. It was easier to get land in "those days. Butchers' meat is dear, but most men "feed their own bacon." At Llangammarch, "Most "men live on credit till the wages are paid at the end "of the year, and something, of course, is added to the "price for booking the goods. General condition has "improved, wages have risen from 12*l.* to 18*l.* for farm "servants; roadmen have gone up from 2*s.* 6*d.* to "2*s.* 8*d.* a day; stone-work from 1*s.* 9*d.* to 2*s.* 4*d.* a "yard." At Builth, "Food on the farms is rather "better than it used to be, but a great many only give "spoon meat still. Twenty years ago a man would get "more money than he does now. Draining used to "give 4*s.* or 5*s.* a day, but now it is 3*s.* 6*d.* In Radnor- "shire, Presteign way, they used to give harvest "money, but they do not now." At Erwood, "I cannot "see much difference. He gets a little more money "now, but he has more expenses too. There was more "constant work in 1874, when farmers did more to the "land."

Master's opinions.

(103.) There is no difference of opinion amongst the masters. Mr. Clifton Mogg says: "The agricultural "labourer is in many respects better off than the small "farmer; his working hours are not so long, his wages "are not dependent on a rise or fall in the price of "stock or produce, and his income is assured to him. "Cottages have been greatly improved, and food and "clothing in a labourer's family are much better than "they were a few years ago." Mr. Bowen Woosnam says: "Undoubtedly the general condition of the "agricultural labourer has improved steadily during "the past 10 to 15 years in this district. The wages of "single men have been nearly doubled, having risen "from 10*l.* and 12*l.* to 20*l.* and 24*l.*, and the wages of "married men have risen two or three shillings a week, "from 12*s.* to 14*s.* and 15*s.*, or from 15*s.* to 18*s.*, ac- "cording to capacity. Cottages have also been much "improved in comfort and accommodation, and owing "to the cheaper price of provisions and other necessaries "men are able to live better and clothe themselves and "their families in quite a different way from what used "to be customary." It is commonly said that "the "dress of the men and girls is remarkable. They "appear to live even in luxury. The women wear on "holiday occasions patent leather boots, open-work "stockings, and veils, and men cannot in any way by "their dress be distinguished from their employers." Mr. Cowper Coles says: "There is no great change, but "the rising generation of labourers is above the "ordinary farmer in these hill districts; he is better "educated." Mr. Bache says: "The hours are long "but the wages are high, and masters and men live "exactly alike and sit in the same kitchen."

Food (i.) Bread.

(104.) Twenty to thirty years ago bread consumed in the farmhouses was all made from wheat grown upon the farm. At the present day a very large proportion of the flour is purchased, as the opinion prevails that whiter flour makes better bread and more of it. Indeed, so strong is this opinion that where farmers have wheat for sale labourers will not buy it, but prefer to go to the shops for whiter flour. Many medical men trace the loss of teeth amongst the agricultural labourers and their children to this habit. Local mills are let at a price five times less than formerly, and

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THE AGRICULTURAL LABOURER.

(ii.) Milk.

some are quite given up. The steel rollers of modern mills reduce the wheat to finest flour and starch, whereas the old stone rollers left the gluten in, and only abstracted the bran.

There has been a great decrease of late years in small dairies, with the result that milk is scarce in nearly every place, and in some places cannot be got at all until October, because the farmers want it all for the visitors during the summer months.

(ii.) Meat.

Bacon and salt beef are the only forms of meat known to the agricultural labourer except on rare occasions. It used always to be bacon, but within the last two or three years, since the price of stock has gone down, farmers have been apt to kill a beast and sell a portion to his neighbours, reserving the rest to be salted and consumed by his household.

This would be considerably cheaper than bacon, which during the last two years has ruled from 6*s.* to 6*s.* 6*d.* a stone of 12 lbs. Fresh meat would be enjoyed by farm servants once in six months, namely, at Christmas, and on sheep-shearing day in the month of June.

Drinks: (i.) Tea and coffee.

(105.) The consumption of tea and coffee has largely increased in the farmhouses and has taken the place of broth or milk at breakfast and tea.

Beer and cider is sometimes provided at dinner, but this does not seem to be a very common practice.

B.-VIII, BUILTH

(ii.) Beer and cider.

(106.) It is a noticeable thing that lights are to be seen in nearly all the farmhouses until 11 or 12 at night, and the same habits of sitting up late have been adopted in the cottages. This is especially the case with the women, the result being that the men often leave their houses in the morning before the women are out of bed, and in the town of Builth it is difficult to find anybody up before 8 a.m., so that postmen are unable to start on their rounds as early as they otherwise would.

Late hours.

Excursions.

(107.) Mr. Cowper Coles says people take holiday trips by railway instead of going to fairs sometimes. They will save their money and go to Birmingham, Cardiff, and even London. Mr. Woosnam: says "they "take less excursions to the sea than they used to, as "the novelty has worn off, but they go the round of all "the fairs in the neighbourhood instead, so that they "may make up a whole week's festivity.

I have, &c.,
(Signed) CECIL M. CHAPMAN,
Assistant Commissioner.

APPENDIX I.

TABLE showing for each Parish in the Poor Law Union of BUILTH the AREA, the POPULATION in 1881 and 1891, and the Number of INHABITED HOUSES and SEPARATE FAMILIES in 1891.

Parish.	Area.	Population.		Number of Inhabited Houses.	Number of Separate Families.
	Acres.	1881.	1891.	1891.	1891.
COUNTY OF BRECKNOCK:—					
Altmawr	499	36	28	5	5
Builth	712	1,455	1,414	284	291
Crickadarn	4,331	330	382	70	71
Gwaravog	66	40	47	7	7
Gwenddwr	7,381	369	277	77	84
Llanafar-fawr	7,971	647	539	105	108
Llanfechan	2,783	153	146	25	25
Llandewi Abergwessin	10,511	81	83	16	16
Llandewr Cwm	3,101	398	402	81	81
Llanfihangel Abergwessin	6,836	328	269	49	49
Llanfihangel Bryn-Palman	3,395	205	190	45	45
Llanganten	2,258	187	187	39	40
Llangynog	1,429	48	40	8	8
Llanlleonfel	2,834	169	121	26	26
Llanynis	2,250	134	195	34	34
Llysdinam	2,476	199	197	35	41
Maesmynis	4,012	213	221	40	46
Penbuallt	5,423	538	475	112	119
Rhosferig	1,320	83	78	14	14
Trefies	6,325	518	481	96	101
COUNTY OF RADNOR:—					
Abercaw	4,300	257	195	42	43
Bettws Disserth	1,885	109	92	16	16
Cregrina	1,595	96	91	18	18
Disserth and Trecoed	6,650	514	461	90	92
Llanbadarn y Garieg	900	47	60	13	13
Llandrindod	2,689	303	336	61	72
Llanrhoed	2,020	201	298	57	57
Llanfaread	2,245	153	149	26	26
Llansaintfraed in Elvel	4,000	305	271	51	52
Rhulen	756	63	59	14	15
Total	102,953	8,182	7,834	1,556	1,609

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SUMMARY STATEMENT as to Population of Union, 1881 and 1891.

County.	Population.		Decrease.		Inhabited Houses.		Average Number of Inhabitants per House.	
	1881.	1891.	Numbers.	Per cent.	1881.	1891.	1881.	1891.
Brecknock - -	6,131	5,822	309	5·0	1,207	1,168	5·08	4·99
Radnor - - -	2,051	2,012	39	1·9	392	388	5·23	5·18
Total for Union - -	8,182	7,834	348	4·25	1,599	1,556	5·12	5·03

APPENDIX II.

PRICES of PROVISIONS at the Builth Workhouse in the years 1881 and 1891, supplied by the Clerk to the Board of Guardians.

Description.	Price in 1881.	Price in 1891.
Bread - - -	5*d.* per loaf -	4*d.* per loaf.
Bacon - - -	8¾*d.* per lb. -	9*d.* per lb.
Butter - - -	1*s.* „ - -	11*d.* „
Cheese - - -	7*d.* „ - -	4*d.* „
Milk - - -	3*d.* per quart -	3*d.* per quart.
Beef - - -	8½*d.* per lb. - -	7½*d.* per lb.
Mutton - - -	8½*d.* „ -	7½*d.* „
Coals - -	16*s.* per ton -	18*s.* 6*d.* per ton.

APPENDIX III.

LABOURERS' BUDGETS.

No. 1.—Supplied by Mr. Evan Davies, relieving officer:—

Edward Jones, farm labourer, wife, and five children; wages, 16*s.*, extra harvest and job work, 2*s.*, equal to 18*s.*

	s.	*d.*
Rent - - -	1	3
Flour, 28 lbs. - - -	3	0
Tea, ½ lb. - - -	0	11
Sugar, 6 lbs., at 2½*d.* - -	1	3
Bacon and lard - -	2	2
Potatoes - - -	0	2
Milk - - -	0	3
Coal - - - -	0	10
Wood (gratis).		
Butter - - -	2	2
Salt, pepper, &c. - - -	0	1
Soap - - -	0	4
Club money - - -	0	6
Clothing - -	3	9
Butcher's meat - - -	1	0
Total -	17	8

This man lives in a good cottage and garden; he is close to big woods and can get plenty of wood gratis; also he gets his potatoes by paying so much per bushel for planting in the farmer's field, and milk for six months in the year gratis.

No. 2.—Supplied by Mr. Woosnam:—

Waggoner, wife and five children; wages and perquisites equal to 1*l.* a week and cottage free.

	s.	*d.*
Flour, half a bushel - -	3	0
Tea, half a pound - -	1	0
Oatmeal, 3 lbs., at 2*d.* -	0	6
Sugar, 6 lbs., at 2¼*d.* - -	1	1½
Bacon - - -	4	0
Lard - - - -	0	2
Potatoes, 2*d.* a pound -	1	0
Milk, 3 pints a day - -	0	10½
Coal, 1 cwt. - -	0	10
Wood, too dear to buy; fire generally lit with petroleum.		
Butter, 2 lbs. - -	2	6
Salt and pepper - -	0	1
Soap - - -	0	3
Soda, starch, &c. - -	0	2
Tobacco - - -	0	7
Rent (estimated in the perquisites) - - -	1	3
Club - - -	0	6
Total - -	17	10

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INDEXES.

NOTE.

It has been found desirable to publish the two Indexes which have been drawn up of this Report together with the volume to which they refer. Indexes on a similar plan, covering the information obtained by the Assistant Commissioners with regard to the whole of England will be published in Part VII. of Volume I. Indexes of a similar character will be published with the volumes of Reports on Ireland and Scotland, with certain modifications rendered necessary by the different character of the information obtained. It was impossible to incorporate the Analytical with the General Index, as the General Index would have been made too bulky if details on the most important subjects had been admitted into it.

The object of the General Index is to show where information upon any particular topic is to be found; the object of the Analytical Index is to give a synopsis of the information contained in the Reports of the Assistant Commissioners on the main heads of the Inquiry set out in the Instructions to the Assistant Agricultural Commissioners.

The whole of the Indexes have been arranged and carried out in accordance with a scheme suggested by Mr. Little, the Senior Assistant Commissioner, to whose untiring courtesy I should like here to express my obligation.

GEOFFREY DRAGE,
Secretary.

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I.—ANALYTICAL INDEX.

N.B.—A. refers to the Summary Report prefixed to the Assistant Commissioner's Report.
B. refers to the District Reports.
The "Roman numerals," to the number of such District Report.
The "Arabic numerals," to the paragraphs in both the Summary and District Reports.
APP. refers to the Appendix attached to the Summary and District Reports respectively.

BENEFIT SOCIETIES.

District. Assistant Commissioner Reporting. Reference to Reports.	Statement.
	Extent to which Agricultural Labourers avail themselves of these.
Bridgend and Cowbridge Thomas, A. 59; B.-I. 27; App. A. 1, 2.	The vast majority belong to friendly societies. No general county society. Those existing are mostly registered. One unregistered district club at Newton Nottage to which practically everybody belongs farmers and labourers alike. At St. Bride's Major there is a women's friendly society.
Narberth Thomas, A. 59; B.-II. 38; App. B. 8 (*b*); App. B. 7 (*c*) 4.	Owing to the pauperism of the district they are but little taken advantage of by the labouring classes. In one parish many belong to registered societies, which have local branches.
Llanfyllin Thomas, A. 59.; B.-III. 58.	By far the greater majority belong to one or another. A large number of old-established local clubs in the district; co-existing with a few branches of large general societies. In the district to the south and east, influenced by England, branches of general societies are most common. In the Welsh district to the north and west, societies chiefly of a local character.
Dolgelly Thomas, A. 59; B.-IV. 48.	Labourers are fully alive to the advantages of belonging to these, but so many local clubs have either divided or suspended payment that other methods of saving are sought after. There is a women's friendly society.
Ruthin Thomas, A. 59; B.-V. 45.	Several local friendly societies, and a few branches of the Oddfellows; but a large number do not avail themselves of them.
Anglesey Thomas, A. 59; B.-VI. 43, 47.	With one exception they have proved a complete failure in this Union. A large business is done by the Prudential in insuring children's lives; the aim being to secure a sum for a showy funeral.
Pwllheli Thomas, A. 59; B.-VII. 43.	Comparatively very little used by agricultural labourers. A building society has its head-quarters here. About 160 belong to it. A large business done with the Prudential insuring children's lives.
Builth Chapman, B.-VIII. 90.	Where branches of large registered societies exist they increase in strength, and are in a flourishing condition; but where there are nothing but local clubs the average of membership is poor, and the clubs are generally weak or are disappearing.

CONDITION, GENERAL, OF THE AGRICULTURAL LABOURER.

THOMAS A. 67 to 70.	In South Wales the labourer is probably in a better position than he has ever been before, while in North Wales, though not quite so well off as in 1879, his condition is fairly satisfactory. The chief need at present is to provide him with more of that special kind of education which is needed to fit him for his own peculiar work, and to supply some means of recreation. There is also need of more satisfactory accommodation for unmarried servants.
Bridgend and Cowbridge Thomas, B.-I. 18, 20, 30.	They have better wages, better food. No sort of working men's institute or club-room; nor is any attempt made to relieve the dullness and monotony of the farm servant's life. The farm servant, unlike the weekly labourer, has no home, and the public-house fills the gap as yet. Women on farms are the earliest to rise and the latest to retire; their work is spoken of as "hard and endless."
Narberth Thomas, B.-II. 25, 39.	A slight improvement as to food and wages, owing to the great number of small holdings. The lot of many a labourer is better than that of scores of struggling farmers. There is an almost total absence of all serious crime.
Llanfyllin Thomas, B. III. 63.	Of indoor servants, better than it has ever been before. With respect to married servants the improvement has been but slight, and there seems less chance of a career for a successful labourer than in former years. This is partly due to the steady disappearance of small holdings. Too much drunkenness in places.
Dolgelly Thomas, B.-IV. 54, 56.	Improved within the last 15 years. Wages have tended to go up. House accommodation on the whole much improved. Hours of work are slightly shorter, and the work less exhausting than it was before the introduction of machinery. General standard of comfort has risen, and food provided for labourers in farmhouses is improved. Chief complaints are affections of throat and lungs, due to exposure to climate; also heart disease and rheumatism, due to damp soil and overcrowded and unventilated cottages. A good deal of scrofula, due to the diet of salt meat.
Ruthin Thomas, B.-V. 51-54.	Disastrous, and that of the farmer is worse. Wages are lower than 16 years ago. The sleeping accommodation for indoor servants is unsatisfactory. A good deal of money is spent in drink. There is a growing tendency among the labourers' wives to indulge in intoxicants. In sparsely populated districts children have to walk long distances to school, and, if wet, have no means of drying their clothes, and schools are often centres for spreading diseases.
Anglesey Thomas, A. 69; B.-VI. 50, 52, 53, 54, 38, 13; App. C.	Better in many respects. The heavier work done by machinery, and better implements for the use of labourers. Wives very incompetent. Cottages dirty and untidy. Too much tea and tobacco are used, and too much spent on confectionery. There is also a bad habit of treating sweethearts to drink at public-houses. Owing to travelling drapers many things are bought that are not required. A great many labourers impoverish themselves by getting costly mourning for funerals. Sleeping accommodation for indoor servants very bad. There is a tendency to idleness and a taste for a large number of holidays contiuually growing among the labourers.
Pwllheli Thomas, A. 68, 69; B.-VII. 47-49, 51, 52, 55.	The one serious defect that mars the condition of the agricultural labourer is their unsatisfactory accommodation at the farmhouses. The sleeping accommodation of servant girls is very objectionable in many respects. As a class the labourers have a high reputation for sobriety, but the use of tobacco is largely on the increase. Unmarried men can save money; but few do so. Hardly any means of amusement, recreation, or of education available.
Builth Chapman, B.-VIII. 101, 93, 96, 46.	Has improved, especially when compared with that of the small farmer. The scarcity of labour makes employment almost certain. Wages remain at the height reached in more prosperous times. In education, dress, and manners the agricultural labourer of to-day is superior to the average farmer of a few years ago; and, financially, a great many of them are better off than small farmers. There is a reading-room at Builth. There are no means of recreation. Sleeping accommodation is very bad in farmhouses, and leads to immorality.

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COTTAGE ACCOMMODATION.

1. *Supply and Situation.*

THE AGRICULTURAL LABOURER.

District. Assistant Commissioner Reporting. Reference to Reports.	Supply.	Situation.
THOMAS A. 43, 45.	Insufficient in some respects, in others the supply is fairly adequate, though there would be plenty of demand for a better class of cottage if they could be let at a low rental. A. 43.	Scores of parishes have no villages at all. The cottages line the roadsides or dot the mountain slopes. In some cases labourers live at a great distance from their work. A. 44, 45.
Bridgend and Cowbridge Thomas, A. 43, 45; B.-I. 21.	Insufficient for the demand. A universal cry of scarcity. A. 43; B.-I. 21.	The farmhouses and the labourers' cottages in each parish are grouped together in a village, while the land of the farms radiates out from that common centre. B. I. (21.)
Narberth Thomas, A. 45; B.-II. 32; App. B. (8 (a) 5).	The present supply is inadequate, a greater number of the older buildings having been allowed to go down in recent years. App. B. (8 (a) 5.)	Generally dispersed on farms. Several parishes have no village at all. The main roads are in many cases lined with cottages. The growing tendency is to congregate near the school, chapel, and village shop. A. 45; B.-II. 32.
Llanfyllin Thomas, A. 43, 45; B.-III. 42, 43.	Present supply is insufficient. The uninhabited cottages are nearly every one uninhabitable. A. 43; B.-III. 42.	Congregated together in villages or here and there on the roadside. Many labourers live at a great distance from their work, which indirectly checks employment. Chief cause of congregating in villages is the owners' unwillingness to repair farm cottages. Some labourers prefer village life. A. 45; B.-III. 43.
Dolgelly Thomas, B.-IV. 29.	A plentiful supply.	Most are grouped together in villages, but many are scattered about in lonely situations on the mountain sides, in which case the labourers have to walk long distances to their work.
Rathin Thomas, A. 43; B.-V. 28, 32.	An ample supply throughout the vale, but in the hilly districts insufficient. Great scarcity at Gyffylliog. A. 43; B.-V. 28, 32.	In the vale grouped together in villages and hamlets, but scattered in the hilly districts. B.-V. 28.
Anglesey Thomas, A. 45; B.-VI. 31.	Fairly adequate for the demand, though not uniform in distribution. Complaints were made of a scarcity in the north-west district. (31.)	In villages; generally built around a chapel and bearing its name. A. 45; B.-VI. 31.
Pwllheli Thomas, A. 43; B.-VII. 32, 33.	Insufficient for the demand. In some places there is a plentiful supply. A. 43; B.-VII. 32.	Very scattered in places. Grouped on the slopes of certain hills. (32-33.)
Builth Chapman. B.-VIII. 28, 66-68.	Scarcely any for agricultural labourers, as most of the work is done by farm servants, who live in the farmhouses. (28.) Very few attached to farms. Some farmers complain of it, but most are content to have all their servants in the house. In the villages there are plenty. (66.)	Concentrated in villages and on farms. No complaint of workmen having far to go to their work (67-68.)

COTTAGE ACCOMMODATION.

2. *Condition. Construction. Accommodation.*

District. Assistant Commissioner Reporting. Reference to Reports.	Condition.	Construction.	Accommodation.
THOMAS A. 47, 48.	Very few districts visited where it was satisfactory from the point of view of condition or construction. A. 47.	Old cottages are of three classes: mud-walled, "ink bottle," and "square box." Better provided with outhouses than the newer ones. Generally a lean-to, and more rarely a shed for washing. A. 48.	Worst feature common to all parts of the country is the want of separate bedroom accommodation. Modern cottages better off than old ones in respect of separate rooms, though of very tiny dimensions and badly finished. A. 47.
Bridgend and Cowbridge. Thomas, B.-I. 22, 24; App. A. 3.	Many quite unfit for habitation, and would have been condemned long ago by medical officers, but the occupants have no other place to go. (24.) At Merthyr Mawr they are in excellent repair. App. A. 3.	The more common type low straw-thatched stone buildings. More modern built have much thinner walls, badly finished, and are therefore colder than old ones. All are limewashed. (22.)	Two rooms downstairs: one roomy kitchen where everything is done, and where, as a rule, there is a bed as well. The other room generally very small and almost always very damp. Over these a loft approached by a ladder. A window in the roof, which will not open, and if a partition or any other improvement, done by and at the expense of the labourer himself. The gravest evil is the want of bedroom accommodation. Seldom any wash-house or coal-house attached unless occupier adds one at his own expense. (22-24.)

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COTTAGE ACCOMMODATION—*cont.*

Condition. Construction. Accommodation.—cont.

District. Assistant Commissioner Reporting. Reference to Reports.	Condition.	Construction.	Accommodation.
Narberth Thomas, A. 47; B.-II. 32; App. B. 2 (4); App. B. 7 (a, 4); App. B. 7 (c), 4.	On the whole bad App. B. 2 (4). Appears to be better on consolidated estates. App. B. 7 (a, 4).	Old ones very primitive. A mud walling about 5 feet high, a hipped end, low roofing of straw with a wattle and daub chimney, kept together with hay-rope bandages, and frequently from its inclined posture making a very obtuse angle with the gable end over which it hangs. New cottages, stone with slate roof, often in a more or less unfinished state. (32.)	Old ones: two downstairs rooms which provide all the accommodation. Upstairs a loft only fit for a lumber room. New ones: two rooms downstairs and two up. 32. Pigstyes generally belong to the cottages. App. B. 2 (4). In some parts, generally a wash-house or scullery. App. B. 7 (c), 4.
Llanfyllin Thomas, B.-III. 44-46, 48, 49.	Generally speaking, in a fair state of repair, except the squatters' huts, which present a wretched appearance. (44, 46.)	Greater number stone built; more modern being of bricks. Almost always slate-roofing, and frequently stone flags for flooring. Many with pebble pavement and some with mud only. (44.)	The ordinary sized room is 12 feet square. Some cottages have three rooms all on the ground floor. Some two downstairs and one upstairs and some three downstairs and two up. Sizes given. (49.) An absence of ovens. (45.) Lamentable deficiency of bedroom accommodation. (48.)
Dolgelly Thomas, A. 47; B.-IV.; 29, 30, 31, 33; App. D.	Is the worst in Dolgelly and three other parishes, and in the most mountainous districts. Fair in the cottages along the sea coast, and in three parishes decidedly good. Often dilapidated and let in the rain. Almost universal damp flooring. B. IV. 30, 33; A. 47.	Stone built and slate roofed. Some flag flooring. Many mere mud work for floor, and thatched with straw or rushes; often so constructed as to be entirely regardless of all decency and morality. Roofs are unceiled. B. IV. 29, 31.	Very defective as to bedrooms. Some have no external space whatever. Many are "one-roomed" houses; some have a downstairs room, a bedroom, and a "half-loft." B. IV. 33. Sleeping accommodation unsatisfactory. App. D.
Ruthin Thomas, B.-V. 29-31, 33; App. C.	Easier to get repairs done when let directly by landlords than when let to farmers and sub-let. Many damp houses. B. V. (31, 33.)	Mostly stone built; a few wattled ones still remain. In an old cottage where thatch is replaced by slate, a new story is generally added, and then bricks are used. The older cottages have no ceilings. (29.)	Greater majority only two rooms; either both downstairs or one up and the other a kind of unpartitioned loft upstairs. The only complaint is that the number of partitioned rooms is utterly inadequate for the requirements of ordinary decency. B.V. (30) App. C.
Anglesey Thomas, A. 47; B.-VI. 32, 33, 36, 38.	On the whole bad. Some straw thatched and most dilapidated. B. VI. (36.)	"Square box" type. Generally four walls with an aperture for a front door. Seldom any ceiling; a calico screen nailed to the rafters instead. Many have no back doors and no oven. B. VI. (33).	Very insufficient. Generally one room, 19 ft. × 19½ ft. × 7½ ft. which has to serve for all purposes. Some of these are divided by a thin partition, and some have an upstairs loft approached by a removable ladder. Some new cottages have four rooms. Sleeping accommodation for unmarried labourers who live on farms very bad and unsanitary. A. 47; B.-VI. 32, 33, 36, 38.
Pwllheli Thomas, B.-VII. 34, 35.	Some of the older ones are in a wretched condition. (34.)	Of the same "square box" type as those in Anglesey. Mostly stone walls. There are still many mud-walled ones. Usually slate roofs, though some are thatched. (34.)	A sample of straw thatched type 34 ft. by 15 ft. outside measurement. Divided into two rooms. No loft. No outside accommodation. More modern ones. Kitchen and bedroom on ground floor; one bedroom in loft. (35, 34.)
Builth Chapman, B.-VIII. 70, 72, 73.	Much better than that of the farm-houses. A certain number belonging to small impecunious owners are really disgraceful. Estate cottages being very few in number are generally well looked after. (72.)	The older type: stone, thick mud walls, and thatched roof. Modern cottages brick and slated, nearly all the flooring consists of large slabs of slate which are apt to "sweat" in damp weather." (70.)	Usually kitchen and two bedrooms; some have only one. Some modern estate cottages have good sized kitchen, back kitchen, pantry, and three good bedrooms. 70-73.

Ventilation. Drainage. Water Supply.

District. Assistant Commissioner Reporting. Reference to Reports.	Ventilation.	Drainage.	Water Supply.
THOMAS A. 48.	Is often checked by stopping up the chimney.	Refuse is allowed too close to the house. Except in the largest villages drainage is always surface. Where there are covered drains they are continually out of order. Dampness is increased by throwing slops just outside the doorway.	Generally satisfactory in quantity, though in most cases liable to contamination from surface drainage.
Bridgend and Cowbridge. Thomas, B.-I.; 23, 24; App. A.; App. B.	The better ventilation of sleeping rooms is a matter that calls urgently for improvement. Houses are still being built without fire-places, and no special means of ventilation. (23.) Some houses built against rising ground with no through ventilation. App. A., B.	Sanitary condition bad. No drainage system, liquid refuse flows in dilapidated gutters to some stagnant pool. Privy pits often mere holes sunk in the vicinity of the dwellings. The accommodation of these has improved, and pigstyes have been removed to a greater distance. There are scores of houses without a closet. 23, 24; App. A. B.	Water frequently fetched from a long distance and occasionally from streams polluted by sewage. 24; App. A.

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COTTAGE ACCOMMODATION—*cont.*

Ventilation. Drainage. Water Supply.—cont.

THE AGRICULTURAL LABOURER.

District. Assistant Commissioner Reporting. Reference to Reports.	Ventilation.	Drainage.	Water Supply.
Narberth - - - Thomas, A. 48; B.-II. 33; App. B. 8, (2), (5).	No attention is paid to this. Chapels and schools are seldom ventilated at all, and if there are proper means they are never used. B. II. 33*e*. New cottages thoroughly ventilated. App. B. 8 (2), (5).	Always mere surface. Greater proportion of cottages and many farms have no privies attached. The vigilance of the sanitary authority has removed pigstyes to a distance. A. 48; B.—II. 33.	Everywhere plentiful and of excellent quality. Lately open wells have been covered in. B. II. 33.
Llanfyllin - - Thomas, B.-III. 47 -	Only means provided are by the door and chimney as in all except the most modern cottages, the window cannot be opened. (47.)	Except in the two largest villages the drainage is merely surface. Many cottages without water-closet or privy. (47.)	Water is entirely drawn from surface wells which are naturally apt to be contaminated by soakage. (47.)
Dolgelly - - - Thomas, B.-IV. 31, 33, 40.	Many cottages are without through ventilation. Some are built on excavated sites, the back wall being against the earth. Garrets are often unventilated. (33.)	On the whole unsanitary. Collections of refuse and other filth too near dwellings. Where privies are provided, often used for quite other purposes. In many cases only one for several cottages. (31, 33.)	Dolgelly and Barmouth have public water supplies, excellent as to quality and quantity. But in the smaller villages it is frequently polluted and unfit for use. (40.)
Ruthin - - - Thomas, B.-V. 30, 33, 36 -	Fairly good, by means of windows which open, and of chimneys. (30.)	Defective. About 400. New privies have been provided within the last four years. In some places one still serves for the use of one, two, or even more families. (33.)	Deficient both in quality and quantity. (36.)
Anglesey - - Thomas, A. 46; B.-VI. 32, 36.	In some cottages the sleeping apartment is separated from the rest by a wooden partition, and divided again into an upper and lower storey. Here greater decency is obtained, but ventilation is worse. B. VI. 32.	Only four villages have any drainage system at all, and in two of these it is very defective. Many houses without privies; and pigstyes, and refuse heaps too near dwellings. A. 48; B.-VI. 36.	Almost entirely from surface wells and naturally liable to pollution. B. VI. 36.
Pwllheli - - - Thomas, A. 48; B.-VII. 34, 36.	Old cottages have large open chimneys, which form the chief means of ventilation. B. VII. 34.	In those districts where labourers' cottages are mostly found the drainage, if any exists at all, is very defective. In Llevn privies are an exception rather than the rule. Pigstyes leaning against the walls of dwelling-houses are very common. A. 48; B.-VII. 36.	Defective drainage has its effect on the purity of the water supply which is entirely dependent on surface wells. B. VII. 36.
Builth - - - Chapman, B.-VIII. 70, 74-76.	No provision except the windows in the bedrooms, and these are very small. (70.)	With the older cottages there is no attempt at drainage; but with the newer ones, privies and slop drains have been provided. (74, 75.)	The doctor reports, "on the whole "the water is good, pure spring "water being, as a rule, obtainable "everywhere 'within short dis- "'tances of the cottages.'" This was not borne out by inquiries. In some cases the men said the water was scarce and had to be fetched some distance. And in another case, "if the supply was "good, it came from an open drain." (76.)

Ownership. Tenure. Rent. Rates.

District. Acting Commissioner Reporting. Reference to Reports.	Ownership.	Tenure.	Rent.	Rates.
THOMAS - - A. 50; 3.	Very few instances of cottages being owned by labourers: generally estate owners and independent owners.	Held by farmer and sublet; some on the condition of working on that particular farm. Others with no restrictive conditions. In the former case insecurity of tenure is complained of, and there is great difficulty in getting repairs done. In some districts held direct from estate owner, or in villages from independent owner. This kind of tenure is much preferred. Generally six months' notice.	Vary from 2*l*. 12*s*. to 5*l*. In some cases 6*l*. or 7*l*. for new cottages. Gardens are generally included in rent, except in the larger villages.	When let to the farmer and sublet, the rates as a rule are paid by the farmer. In other cases by the occupier.
Bridgend and Cowbridge. Thomas, B.-I. 5, 21; App. A.	Estate owners and independent owners: some owned by labourers. B. I. 5, 21.	Generally direct from landlords. B. I. 5. Some go with farms, and are sublet. B. I. 21.	Vary from 2*l*. 10*s*. 0*d*. to 4*l*., exclusive of rates. Some 6*l*. App. A.	At Llantwit Major paid by the tenant. App. A.
Narberth - - Thomas, A. 4, 50; B.-II. 24, 33.	Landlords and mortgaged freeholders. A. 4.	Held by farmer and sublet to labourer, generally as a "bound tenant"; that is, on condition of working on farm. A. 50.; B.-II. (24).	Average about 2*l*. 12*s*., being allowed as part payment of the wages. When a rent is paid it varies from 2*l*. to 5*l*. B. II. (33).	When rent is paid by labourer rates are also paid by him. B. II. 33.

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COTTAGE ACCOMMODATION—*cont.*

Ownership. Tenure. Rent. Rates.—cont.

THE AGRICULTURAL LABOURER.

District. Assistant Commissioner Reporting. Reference to Reports.	Ownership.	Tenure.	Rent.	Rates.
Llanfyllin - - Thomas, B.-III. 50.	Estate and independent owners; very few labourers own their cottages. (50.)	Generally directly from the owners. No restrictions of employment are attached. The tenancy is mostly an annual one, with six months' notice to quit. A few held under a weekly tenancy with a week's notice to quit. (50.)	Ranges from 3*l.* to 7*l.*, including garden. (50.)	About 1*s.* 6*d.* in the pound paid by landlord. (50.)
Dolgelly - - - Thomas, B.-IV. 36, 39.	By landlords; no instance of cottages owned by labourers. (36, 39.)	Most cottages held direct from the owner. In one parish a few held from farmer. (39.)	Average rental 3*l.* In the town of Dolgelly often higher. (39.)	Paid by landlord. (39.)
Ruthin - - - Thomas, B.-V. 37.	Estate owners and independent owners. (37.)	Chiefly from an estate owner, and in villages from independent owners. A few sublet by farmers. Labourers are not desirous of taking such cottages. Six months' notice on either side. In one township a week's notice is considered sufficient. (37.)	From 2*l.* 12*s.* to 4*l.* and 5*l.* sometimes for new cottages. (37.)	Generally paid by landlord. (37.)
Anglesey - - Thomas, B.-VI. 35.	Estate owners and independent owners. A few owned by labourers. (35.)	Generally held of independent owners. If held of estate owners they are situated in villages, and not dispersed on farms. Usual notice, six months. The number of cottages sublet by farmer on condition of working on a certain farm are diminishing. (35.)	Varies from 6*d.* to 1*s.* 3*d.* per week. (35.)	—
Pwllheli - - - Thomas, A. 4; B.-VII. 37.	Estate owners, and a few by labourers. A. 4; B.-VII. 37.	About one twenty-fifth of the total number of cottages let to farmers and sublet. Hardly ever any restriction requiring work on a particular farm is attached to these cottages. Village cottages are generally held direct from estate owners. B. VII. 37.	Varies from 2*l.* to 5*l.* - B. VII. 37.	Sometimes paid by landlord, but oftener by tenant. Average about 5*s.* per annum, taking 3*l.* 10*s.* as average rent. B. VII. 37.
Builth - - - Chapman, B.-VIII. 67, 77-79.	Estate owners and small independent owners. Hardly a cottage owned by a labourer, except in one parish, where there are about half a dozen squatters. (67, 77.)	Held by farmer and sublet. It is very rare for labourers to hold them direct from an estate owner. In the villages, held direct from independent owners. Farm cottages held on condition of occupier working on the farm or estate. Generally by the year, but the tenancy is usually terminable by a month's notice; occasionally 3 months and sometimes 6. (77.)	In villages from 5*l.* to 7*l.* or 8*l.* In the country from 3*l.* to 3*l.* 15*s.* or 4*l.* Only a very poor cottage could be got for 4*l.* Some estate cottages, which are excellent, are let at 2*l.* 10*s.* or 3*l.* only. The garden is always included. (78.)	It is a common thing for the occupier to pay them. In towns landlords pay, and in villages the owners usually pay. The average rate for 1893 was 2*s.* 5½*d.* in the £. (79.)

ENGAGEMENT, CONDITIONS OF.

C. Carter, including all who have charge of horses.
St. Stockmen, including cowmen.
Sh. Shepherds.
L. Ordinary labourer.

District. Assistant Commissioner Reporting. Reference to Reports.	Employment, regular or otherwise.	Period of Engagement.	Hours of Work.		Sunday Work.	Time lost in Wet Weather.
			Summer.	Winter.		
THOMAS. A. 23, 24, 28.	Almost in every case regular and continuous. (23.)	Unmarried boarded servants yearly or half-yearly. Married labourers chiefly by the week. (24.)	L. from sunrise to sunset. 10½ to 11½ hours. 28.		Falls chiefly upon stockmen, and is confined to the winter time. (28.)	Day labourers lose time, but recoup themselves by being paid at a higher rate, especially in the summer months. (23.)
Bridgend and Cowbridge. Thomas, B.-I. 13, 14, 18.	Those who do not care to settle down to regular work are perhaps the only class who complain of occasional insufficiency of work. (13.)	Boarded farm servants yearly. Labourers who live in cottages by the week or day. (13.)	C. 11 to 12½ hours St. 6 a.m. to 6 p.m. L. 11 to 12 hours.	12 to 14½ hours - 6 a.m. to 6 p.m. 9 to 11 hours, or from daylight to dusk.	About one-third employed on a farm would be required from 2 to 4 hours on Sunday. In the summer not more than one-quarter. (14.)	By day labourers, who do not care to settle to regular work. (13.)
			See Table 14.			
Narberth - - - Thomas, B.-II. 20, 21.		Practically by the year, though paid weekly, and a week's notice is usually given. (20.)	C. 11 to 12 hours - L. 11 to 12 hours. 10½ to 11 hours. Boarded servants, 12 hours.	10 to 13½ hours - 10 to 13½ hours.	Those engaged with animals from 2 to 3 hours. (21.)	—
			See Table 21.			

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ENGAGEMENT, CONDITIONS OF—*cont.*

THE AGRICULTURAL LABOURER.

District. Assistant Commissioner Reporting. Reference to Reports.	Employment, regular or otherwise.	Period of Engagement.	Hours of Work.		Sunday Work.	Time lost in Wet Weather.
			Summer.	Winter.		
Llanfyllin - Thomas, B.-III. 32-34.	- - -	Those living in cottages engaged by the week and paid weekly or more often fortnightly. (32.)	Generally from 5 or 6 to 7 or 8. (34.)	5 or 6 to 7 or 8.	Done by indoor servants, generally in rotation. About one-third of the time taken on other days is required. (34.)	Day labourers are liable to lose many days. (33.)
Dolgelly - Thomas, B.-IV. 18-21.	Of day labourers may be said to be of a casual character, as they are liable to lose many days from time to time. (18.)	Indoor servants by a yearly hiring, and along the sea coast twice a year. The hiring of married servants is either weekly or they are simply day labourers. (19.)	C. and St. from 5 to 7 or 7.30. L. 6 to 7. Of estate labourers 6 to 6. (20.)	From 7 to 7.30 -	Is done by carters and stockmen, and requires from 3 to 4 hours. Or by general servant, assisted by the farmer himself. (21.)	—
Ruthin - - Thomas, B.-V. 16-19.	The major part is regular and continuous. The unsteady and less skilled labourers, also the most skilled, prefer not to bind themselves by yearly agreements. (16.)	Indoor servants by the year. Those who do not sleep at the farm-house by the week, and paid weekly or fortnightly. (17, 18.)	C. and St. 5.30 to 7. About 12 hours. L. 6 to 6 and 6 to 6.30 or 7. About 10½ hours. (19.)	About 10½ hours, 7 to 5. About 9 hours.	Indoor servants, who look after horses and cattle in the winter. About 4 hours. (19.)	—
Anglesey - - Thomas, B. VI. 16, 18, 20, 21, 25.	- - -	For those who live in farm cottages yearly. For all others half-yearly. (16.)	C. 6 to 6. St. 6 to 6. L. 6 to 6. (18.)	5.30 to 7.30. 5.30 to 7.30. 6 to 6.	Horse - keepers about 4 hours. Cowmen much the same as any other day. (21.)	Day labourers lose many days. (25.)
			About 11 hours. (20.)	About 10 hours.		
Pwllheli - Thomas, B.-VII. 17, 20, 23.	A few labourers prefer to remain free, and find work at different places, often faring badly in winter. (17.)	Very few engaged otherwise than half-yearly. Sometimes by day or week, but never by the month. (17.)	C. 6 to 7. St. 6 to 7. L. 6 to 7. (20.)	5 to 8. 5.30 to 7.30 6 to 7.	Confined to winter-time. Carters about 5½ hours. Cowmen not done till about 5. (23.)	—
Builth - - Chapman, B.-VIII. 47, 48, 50, 53, 55, 56.	The whole country is worked for the most part by farm servants, whose work is continuous. (47.)	For most farm servants by the year. Some 6 months and some the engagement is terminable by a month's notice. (48.)	From about 6 a.m. till 8 p.m. In many cases farm servants lie down in the middle of the day. (53.)		From May till November. No regular Sunday work. During the rest of the year waggoners about 4 hours; stockmen about 6. (55.)	None by the regular farm servants. (47.)
		Married men sometimes engaged by the year. Workmen, as distinguished from farm servants, by the week, month, or day. Estate men by the week. Casual men by the day, and very seldom get employed for a whole week at a time. (49, 50.)	Work generally lasts about 12 hours a day, or from light to dark. (56.)			

Employment of Women and Children.

District. Assistant Commissioner Reporting. Reference to Reports.	Employment of Women and Children.	Hours of Work.	Boys and Children. Age at which they commence Work.
THOMAS - - A. 15, 16, 29.	In 1851 women were employed more in the southern than in the northern counties of Wales; the same is the case now though the number has largely decreased; their work is housekeeping, gardening, feeding pigs and poultry, dairy-work, milking; in south-west Wales generally, looking after milch cows; in hilly districts young servant girls often use a team of horses harrowing, and at some point they take a man's place where threshing is done by horse or water power; they occasionally help in hay-time and harvest, in potato work, turnip hoeing, and gathering stones, &c., in the hayfield. A. 15, 16.	Maids have the longest hours of all who are engaged about a farm. Children exactly the same hours as ordinary servants. A. 29.	—

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ENGAGEMENT, CONDITIONS OF—*cont.*

Employment of Women and Children—cont.

District. Assistant Commissioner Reporting. Stations.	Employment of Women and Children.	Hours of Work.	Boys and Children. Age at which they commence Work.
Bridgend and Cowbridge. Thomas, A. 16 (4); B.-I. 18, 20; App. A.	Some married women milk sheep - A. 16 (4); B-I. 20. At Newton Nottage stone picking and general harvesting. App. A.	- - - - - - -	Boys generally go to service after they attain the age of 13. B.-I. 18.
Narberth - - Thomas, A. 15, 16, 53; B.-II. 6, 21; App. B. 2 (3); App. B. 7 (*b*) 2; App. B. 7 (*c*) 5.	There is an understanding that the wives of "bound tenants," in cottages belonging to their employers, should work, when required, on the farm, for turnip hoeing and general harvesting. A. 15. The feeding of milch cows and all the necessary attendance upon them in winter. A. 16. Women work a little in hay-time and at corn harvest. Their services generally given in payment of potato ground or as a condition of tenure of cottage. Very few employed. A. 53; B.-II. 28; App. B. 2 (3).	Women 8 to 6 summer, 8.30 to 5 winter. B.-II. 21. From 8 to 6. App. B. 7 (*b*) 2.	Lads commence on farms about 14 years of age. App. B. 7 (*c*) 5.
Llanfyllin - - Thomas, B.-III. 35, 41.	As a rule none, but in small farms they occasionally lend a hand in the harvest season and setting potatoes. (41.)	Maid servants have the longest hours of all employed about a farm. From 5 a.m. to 9 p.m. on week days and almost as long on Sundays. (35.)	Lads go out as indoor servants when they are about 14. (41.)
Dolgelly - - - Thomas, A. 16 (6); B.-IV. 16.	Help with harvest and picking potatoes and on small farms do the hardest work, chaff-cutting, churning, &c. A. 16 (6); B.-IV. 16.	—	—
Ruthin - - - Thomas, B.-V. 15.	All the milking done by women. It is more difficult to get a dairymaid than to get servant men. (15.)	—	—
Anglesey - - Thomas, B.-VI. 14, 15, 21.	On farms the work is entirely limited to milking cows and feeding pigs. A few women occasionally go out to tie and stack corn in the harvest. (14.) Children are often employed for thinning roots. (15.)	Dairymaids from 5.30 a.m., or earlier, till 9 p.m., and very little diminution of the work on Sunday. (21.)	—
Pwllheli - - - Thomas, B.-VII. 10, 21.	Neither labourers' wives nor servant girls work in the fields at any time of the year. (10.) There is a difficulty in obtaining good dairymaids.	For servant girls from 5 a.m. until almost any hour of the night. Where children are employed their hours are the same as servant girls. If weeding crops the same hours as men. (21.)	—
Builth - - - Chapman, B.-VIII. 31, 53, 57.	Not employed in agriculture in this district except as dairymaids; these are so difficult to get that cheese and butter are left unmade in consequence. (31.) Seldom employed. One employer says: "Regularly for milking, potato picking, poultry plucking and dressing, and other light work. (57.)	When hired into the house, the same as other farm servants. (53.)	When not half-timers, about 14 years old. (57.)

LAND HELD BY AGRICULTURAL LABOURERS.

District. Assistant Commissioner Reporting. Reference to Reports.	Gardens.	Allotments.	Potato Grounds.
THOMAS - - A. 51-53.	Except in the case of larger villages or recently built houses a garden is generally attached to every cottage. The size varies; an average size would be about 20 perches each. Crops, usually potatoes and a few of the commoner vegetables. Some have fruit, gooseberries and currants, which are cultivated for market. More attention is paid to the gardens in the southern than in the northern counties of Wales. A. 51.	Not popular in Wales, nor is there much demand for them. When conveniently near a village, and soil admits of cultivation, they are well cultivated. As a rule only held by those who have no gardens; cultivation is therefore limited (though hardly ever restricted by the conditions of letting) to commoner vegetables. A. 52.	Are to be found everywhere and are universally popular with both labourers and farmers. They are preferred by the former, as they are relieved of the irksome burden of spade labour, as the farmer prepares the ground. A. 53.

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LAND HELD BY AGRICULTURAL LABOURERS—*cont.*

THE AGRICULTURAL LABOURER.

District. Assistant Commissioner Reporting. Reference to Reports.	Gardens.	Allotments.	Potato Grounds.
Bridgend and Cowbridge. Thomas, A. 51.; B.-I. 25, 26; App. A.	Most cottages have a garden of about 20 perches. Everywhere the labourers make the utmost of them. It is said by the head gardener at Margam that "there is no land in the country so well cultivated as the labourers in Wales cultivate their gardens." A. 51; B.-I. 25.	A large number in different parishes, some at a considerable distance from a village. B.-I. 26; App. A.	Where gardens are, small labourers generally have potato grounds, in some cases paying at the rate of 1*l.* or 1*l.* 3*d.* per perch. B.-I.; App. A. (16).
Narberth - - - Thomas, A. 52, 53; B.-II. 34, 35, 28; App. B.	Almost invariably a garden. None seen measuring a quarter of an acre; the majority would be under one-eighth of an acre. Potatoes and common vegetables chiefly grown. B.-II. 34.	Allotments (in the strict sense of the term) are unknown among the agricultural population. A. 52; B.-II. 35. The chief feature of the district is its small holdings, though not so numerous now as formerly. Those who hold them are looked upon as "bound tenants." B.-II. 36.	These make up for small gardens, and are preferred by labourers. They are exceedingly numerous; any labourer who desires one can readily obtain a plot. They are given on condition that the labourer's wife should help with the harvest when required. B.-II. 34, 35, 28; A. 53.
Llanfyllin - - - Thomas, A. 51–53; B.-III. 53–55.	Sufficient (in size) in the country, but deficient in the villages. The very utmost is made of every inch of soil belonging to a cottage. Flowers and vegetables are grown. A. 51; B.-III. 53.	There are none to be met with in the district. There is a greater demand for small holdings than for allotments. A. 52; B.-III. 54.	The indifference to allotments is to some extent accounted for by the prevalence of potato grounds, for which the charge usually made is from 2*s.* 6*d.* to 3*s.* 6*d.* per rood, or 5*s.* for as much as would be required to plant a peck of potatoes. A. 53; B.-III. 55.
Dolgelly, - - - - Thomas, A. 52; B.-IV. 43, 45.	There are many cottages without any gardens belonging to them, but this is the exception and not the rule. They vary from 20 yards by 15 to 20 square yards. Early potatoes and a few of the common vegetables are grown. B.-IV. 43.	None of the agricultural labourers have any in the proper sense of the term. A. 52; B.-IV. 45.	These average about 240 (lineal) yards. Paid for at the rate of 6*d.* for 20 yards. In other districts 4*s.* 6*d.* is paid for each half bushel of seed potatoes together with the land required for their setting. Ground is prepared by farmer. B.-IV. 43.
Ruthin - - - - Thomas, A. 52; B.-V. 38, 40, 41.	The largest not as a rule more than one-eighth of an acre. Some cottages are without any, but the deficiency is made up by potato grounds. Potatoes are cheap, and shopkeepers offer such facilities for delivering goods, that many labourers neglect their gardens. B.-V. 38.	No allotments (in the proper sense of the term) in the whole district. A. 52; B.-V. 38. The number of small holdings is small as compared with other districts. B.-V. 41.	Many labourers are indifferent to obtaining potato grounds on farms. The size varies according to the number of the family from 40 to 160 (lineal) yards. Usually 2*s.* per rood (of 8 yards) when labourer does not supply manure· 1*s.* per rood if he does. B.-V. 40.
Anglesey - - - Thomas, A. 52; B.-VI. 39–41.	Almost all cottages outside the villages have them. Size varies from 20 perches to one-quarter of an acre. As a rule they have a neglected look. Early potatoes and a few of the common vegetables are grown. Some have no gardens, the want being supplied by private allotments. B.-VI. 39.	The allotments vary from 20 × 12 yards to 27 × 7. Rent from 5*s.* to 10*s.* The demand for these is small. A complaint was made that after a field had been cultivated for a number of years, and consequently well-manured, another was given in the place of it. A. 52; B.-VI. 40.	They measure from 60 to 80 reods (of 8 lineal yards), the rows being about 27 inches wide. So long as labourer is in farmer's employ manure, horse labour, and the carting home are done by farmer; but outside labourers are allowed to plant potatoes rent free if they manure for themselves. B.-VI. 41.
Pwllheli - - - - Thomas, A. 52, 53; B.-VII. 38–40; App. D.	Most cottages have them. They vary in size. The greater number measure about one-eighth of an acre (or 20 perches). Potatoes grown in the smaller ones, but occasionally a little corn is sown if the garden is large. B.-VII. 38.	No use has been made of the Allotments Act in this district. 50 at Criccieth, but no agricultural labourers are tenants. A. 52; B.-VII. 39; App. D.	Generally granted if the applicant can provide manure. Not as numerous as they have been. As a rule the labourer has to cultivate his own plot after the first ploughing. Farmers provide these grounds to secure as much manure as they can. A. 53; B.-VII. 40, 28.
Builth - - - - Chapman, B.-VIII. 80–82, 88.	With farm cottages almost always a good garden. Gardens are not of much account in this district owing to the long hours for which men are employed. B.-VIII. 80.	No garden allotments and no demand for them. B.-VIII. 81. The only allotments in the district are pasture allotments in the nature of small holdings. Some are let at 1*l.* an acre, size 1½ acre or more. B.-VIII. 82.	Regular farm labourers usually have potato ground on certain conditions. Some pay 10*s.* a bushel for setting potatoes, farmer ploughing and manuring the land. Others plant their own potatoes free and find the manure. Setting and picking up done in employer's time. Hauling generally done by the employer. B.-VIII. 88.

RELATIONS BETWEEN EMPLOYERS AND EMPLOYED.

District. Assistant Commissioner Reporting. Reference to Reports.	Statement.
THOMAS - - - - - A. 65, 66.	The agitation for shorter hours has in most cases been followed by a certain sourness of feelings between employers and employed. The relations have become far more independent everywhere, and indoor servants, more than married labourers, often cause an immense trouble to their employers. The two great causes for discontent are the food and accommodation, and in both respects there is in most cases room for improvement.
Bridgend and Cowbridge - Thomas, B.-I. 29.	In the northern part of the district the relation is far from being cordial, it appears to be rather one of open hostility. The best feeling prevailed at Newton Nottage. Supposed to be due to the large number of allotments and a benefit society to which farmers and labourers alike belong.
Narberth - - - - - Thomas, B.-II. 39.	None but the friendliest of feelings exist throughout the district, and it would be difficult to find any place where the one class takes a more sympathetic interest in the difficulties of the other.

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RELATIONS BETWEEN EMPLOYERS AND EMPLOYED—*cont.*

THE AGRICULTURAL LABOURER.

District. Assistant Commissioner Reporting. Reference to Reports.	Statement.
Llanfyllin . . . . Thomas, B.-III. 63.	The feeling was generally expressed to be very amiable. In former years the food provided at farm-houses was a constant source of ill-feeling, but this has greatly improved of late years.
Dolgelly . . . . . Thomas, B.-IV. 53.	They are so satisfactory that there is reason to suppose they must have improved within the last 15 years. The employer takes a more genuine interest in the condition of his labourer and his family.
Ruthin . . . . . Thomas, B.-V. 7, 48.	Here there is a greater tendency to caste; the farmers form a very distinct middle class by themselves, and the labourers an equally distinct peasant class of their own. The labourers do not share the society of the farmers to the extent they do in South Wales. This is probably the reason why the relations appear less satisfactory in the Vale of Clwyd than in the other two districts visited in North Wales. There is a striking want of mutual confidence between the two classes.
Anglesey . . . . . Thomas, B.-VI. 13, 49.	There is not much friction, and yet there is not the best of feeling. Socially, masters have very little to do with their servants; and the servants are indifferent to their masters, and reckless of their property. If the men are well treated they have an affectionate regard for their employers and study their interest. A few trifling things which would add to their comfort would go a long way to earn their goodwill.
Pwllheli . . . . . Thomas, B.-VII. 46.	Very satisfactory. It is generally admitted that employers would give higher wages if they could, and the labourers recognise and appreciate their fairness in this respect.
Builth . . . . . Chapman, B.-VIII. 98.	Exceptionally good. Masters and men are on easy terms. The class distinction between the two is very slight, and they meet each other more as partners than as masters and servants.

SUPPLY OF LABOUR.

1. *Sufficient or otherwise.*
2. *Increase or Decrease during recent Years.*
3. *Immigration of Workers at particular Seasons.*
4. *Migration of Rural Population.*
5. *Comparative efficiency of Labourers.*

District. Assistant Commissioner Reporting. Reference to Reports.	Supply sufficient or insufficient.	Increase or Decrease in.	Immigration of Workers at particular Seasons.	Migration of Rural Population.	Comparative Efficiency of Labourers.
THOMAS . . A. 11-13, 18-19.	Supply is generally in proportion to the distance from an industrial or mineral centre; it is also influenced by travelling facilities and general conditions of trade. A. 11. It is never greater, but often less than the demand. A. 12.	. . . .	English labourers immigrate to the south of Glamorgan, and scores of English lads from reformatories, ragged and industrial schools, and similar institutions are sent to the most rural parts of Wales to be apprenticed to farm work. A. 13.	Competing industries in Wales have attracted many labourers. Large numbers of labourers have emigrated to the United States and the Argentine Republic. A. 11. At harvest time there is a shifting to and fro among native labourers. A. 13.	As a general rule labourers at the present day are more careless and indifferent than their predecessors, and less willing to oblige their employers. Where this is the case labourers are continually changing their service. A. 18. Farmers do not teach their young men skilled work, and have dispensed with the experienced servants who used to do so. A. 19.
Bridgend and Cowbridge. Thomas, A. 3, 11, 14, 18; B.-I. 11-13; App. A. 4.	There is hardly a district where the farmers do not complain of the scarcity of labour. A. 3, 11; B.-I. 11. Great difficulty in obtaining the services of women, even for domestic purposes. B.-I. 11. In no part of Wales are there any number of agricultural labourers out of employment. B.-I. 13.	Decrease since 1876 . A. 14; B.-I. 11.	Large numbers come from England. Immigration of Irishmen has almost entirely ceased. B.-I. 11. Some of the men who have removed to the hills return in summer and help at harvest. B.-I. 11.	Native Welsh labourers have been steadily leaving for the mineral district for the last 8 or 10 years. B.-I. 11. 30 or 40 years ago hundreds of men left for Salt Lake City. A. 11; B.-I. App. A. 4.	Not so skilled and efficient as formerly, but, judging from the clear and explicit manner in which they describe their condition, they have evidently attained a considerably high standard of intelligence. A. 18; B.-I. 13.
Narberth . . Thomas, A. 11. 18; B.-II. 11, 15, 17, 18.	A scarcity, but only really felt during hay-making and harvest. B.-II. 11.	A considerable decrease within recent years. B.-II. 15.	None now . . B.-II. 15.	When lads attain the age of 18 or 20 they make for Glamorganshire in large numbers. A. 11; B.-II. 17.	Owing to the depression among farmers, they make shift with as cheap and as little labour as possible. Lads act as carters and ploughmen, and very little opportunity is given them of acquiring skill in any special department of farm work. A. 18; B.-II. 17.

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SUPPLY OF LABOUR—*cont.*

THE AGRICULTURAL LABOURER.

District. Assistant Commissioner Reporting. Reference to Reports.	Supply, sufficient or insufficient.	Increase or Decrease in.	Immigration of Workers at particular Seasons.	Migration of Rural Population.	Comparative Efficiency of Labourers.
Llanfyllin - - Thomas, A. 11, 18, 22; B.-III. 15, 23, 25-27, 29-30.	A scarcity in the English districts and in the neighbourhood of the town of Llanfyllin, while in the Welsh part of the Union there is a sufficient supply, except in the busy seasons. A. 11; B.-III. 23. It is becoming more difficult to obtain youths for farm work. B.-III. 25. A great difficulty is experienced in obtaining female servants for dairy or other domestic farm work. B.-III. 26. Sufficient for the demand, but insufficient if the land were cultivated as it ought to be. B.-III. 27.	Decrease - - B.-III. 25.	At present there is no temporary immigration. B.-III. 29.	The South Wales "works" attract large numbers. A. 11. The Manchester Ship Canal and other great engineering works have attracted many labourers from the district. B.-III. 15.	Skill in different kinds of work is now acquired at an earlier age than when a much larger number of labourers were employed. Generally not so efficient as men in Yorkshire, but more so than labourers in the south of England. A. 18; B.-III. 30. Sheep shearing is a speciality. A. 22.
Dolgelly - - Thomas, A. 14, 17; B.-IV. 12-15.	Not at any time insufficient to meet the demand. B.-IV. 12. In some districts farmers help each other in the chief operations of the farm, B.-IV. 13. Growing scarcity of competent girls who can take charge of a dairy or other work requiring care and responsibility. A. 17.	Decrease, owing to the enlargement of farms by the amalgamation of small holdings and the multiplication of "bye-takes." A. 14.	Many years ago Irishmen used to come for harvest, but they never come now. Men from the Vale of Clwyd come for hay harvest, and return again to Denbighshire for the corn. B.-IV. 14.	Many young men leave for South Wales, and there has been from time to time a considerable emigration to the United States. B.-IV. 12.	Not much complaint of inefficiency. The introduction of machinery has not driven out skill in manual labour. Young men acquire skill at an earlier age. B.-IV. 15.
Ruthin - - Thomas, B.-V. 11-12, 15.	The supply is sufficient to meet the present demand; but from the point of view of a thorough cultivation, many farmers regard the supply as very inadequate. (11.) Difficult to obtain domestic servants who are capable of attending to a dairy. (15.)	- - - -	There is no immigration. A small number of quarrymen come down for corn harvest. (11.)	Large numbers of men go to Merioneth during haytime and return again in time for the corn. (11.)	Considerable difference of opinion as to efficiency. There are a number of unskilled men in and near the towns of Denbigh and Ruthin who mainly depend on odd jobs, but make quite as much money as skilled labourers in summer time. In parts, further removed from town influences, there does not appear to be any deterioration among the labourers, while in some respects they have improved. (12.)
Anglesey - - Thomas, A. 18; B.-VI. 11-13.	Ample for the demand except in haytime, and possibly in spring. B.-VI. 11.	At Llanerchymedd, in places where six labourers were employed, say, 15 years ago, only four are now taken in, and this ratio of decrease is applicable to the greater part of the Union. B.-VI. 11.	No immigration - B.-VI. 12.	Scores of labourers go from every part of the Union every year to Carnarvonshire for the hay-harvest, and many to the slate quarries. B.-VI. 12.	The standard of efficiency among the labourers, as a class, has been lowered. The inducements for the best men to go to the industrial centres have largely increased. B.-VI. 13. Stackmaking has improved. A. 18.
Pwllheli - - Thomas, A. 17, 22; B.-VII. 9-11, 13-14, 16.	Taking the Union all round and the year all round, the supply and demand are pretty equal. Tends to be scarce near the quarry district. B.-VII. 9. Trained, experienced dairymaids are scarce. B. VII. 10.	A very slight decrease. Increase on some farms. B.-VII. 11. Number of married men employed less than formerly. Cottages have been pulled down, and they and their families gone to towns, where they find other work. B.-VII. 18.	No immigration B. VII. 13.	Labourers frequently move away to other parts of Wales; or they go to sea, and some emigrate "to America." B.-VII. 13. The best girls either go to watering-places, or are taken to England by the visitors. A. 17; B.-VII. 10.	Quite as competent as formerly. Compared with the workmen of other districts those of the Pwllheli Union stand very well. B.-VII. 14. Stackmaking has improved. A. 18. The labourers excel as carters and stockmen, and in general attendance upon animals. A. 22.

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SUPPLY OF LABOUR—*cont.*

THE AGRICULTURAL LABOURER.

District. Assistant Commissioner Reporting. Reference to Reports.	Supply sufficient or insufficient.	Increase or Decrease in.	Immigration of Workers at particular Seasons.	Migration of Rural Population.	Comparative efficiency of Labourers.
Builth - - - Chapman, B.-VIII. 21, 24, 29, 33, 34, 35, 39–40, 42.	Scarce. There is a great difficulty in getting extra labour. (29.) Dairymaids difficult to get at a reasonable wage. (39.)	A marked decrease during the last 10 or 15 years; but last year the supply was greater. (34.)	Practically none (35.) Farmers help each other when necessary; also a constant interchange of services between farmers and small holders when necessary, but no money passes. (35.)	Migration to the mines in Glamorganshire has increased a great deal of late years. Many men go on the railway. (21, 24, 33.)	Young men have the privilege of learning skilled labour more frequently than in large farm districts. It is generally said that there has been no change with regard to skill among the regular hands. (42.) One Welsh labourer is said to be worth two Englishmen for work; he is hardier and works faster. (40.)

TRADE UNIONS AND STRIKES

Amongst Agricultural Labourers.

District. Assistant Commissioner Reporting. Reference to Reports.	Statement.
THOMAS - - - - A. 64.	There is a total absence of any organisation of the nature of a trade union among the agricultural labourers of Wales. Some combinations have from time to time been attempted; but the most successful have had only a short-lived career, and their objects have been more or less of a temporary character. With one exception these combinations have been aimed almost solely at the reduction of hours of labour, and a slight concession has, as a rule, been followed by the collapse of the movement.
Bridgend and Cowbridge - Thomas, B.-I. 28.	There is no kind of trade organisation among the agricultural labourers of the district, and nothing of the nature of a strike or lock-out has ever been known among them.
Narberth - - - - - Thomas, A. 64; B.-II., App. 7 (*a*), 3.	An attempt was made by some delegates from England, who visited the district, to get the labourers to join a labourers' federation. A demand was made for an advance of 2*s.* per week; in most districts the farmers compromised by giving an advance of 1*s.* When this was gained, the proposed union broke up.
Llanfyllin - - - - Thomas, B.-III. 61.	No trades unions in the district; nor has there ever been any attempt to form such an organisation.
Dolgelly - - - - Thomas, A. 64; B.-IV. 52.	No trade union among agricultural labourers. Two years ago a short-lived agitation in favour of shortening the hours of farm labour was started, but after a couple of meetings had been held it fell through.
Ruthin - - - - - Thomas, B.-V. 47.	No known instance of a trade union or other similar combination amongst the agricultural labourers of this district.
Anglesey - - - - Thomas, A. 64; B.-VI. 20, 48.	There was an attempt to form a labourers' union in 1890-1. It was a general rising against the long hours of work, and a demand was made for better sleeping accommodation (see par. 58). It was so far successful as to obtain shorter hours of work, and then the whole matter collapsed. It did good, as it brought the labourers to reflect on their condition, and enlisted the sympathy of some of the best employers.
Pwllheli - - - - Thomas, A. 64; B.-VII. 19, 45.	There was an agitation for shorter hours in 1890-1, but even then no permanent general union was attempted.
Builth - - - - - Chapman, B.-VIII. 97.	There are no trades unions, and there does not appear to be the slightest desire for any. The scarcity of labour is men's best protection, and if they are discontented they go south.

WAGES AND EARNINGS.

Current Rate of Weekly Wages of different Classes of Agricultural Labourers.

District. Assistant Commissioner Reporting. Reference to Reports.	Carters, Waggoners, and Others in charge of Horses.	Stockmen and Others in charge of Cattle.	Shepherds.	Ordinary Labourers.
Bridgend and Cowbridge. Thomas, B.-I. 15.	Farm servants, 8*s.* 6*d.* to 10*s.* per week with food. (18.)	Farm servants, 8*s.* 6*d.* to 10*s.* per week with food. (18.)	- - - - -	16*s.* with cottage, 17*s.* without. Casual men 2*s.* 6*d.* per day and food, or 3*s.* 6*d.* and find food. (15.)
Narberth - - Thomas, B.-II. 24.	- - - - -	- - - - -	- - - - -	Labourer, with small holding, 6*s.* per week all the year round; sometimes 7*s.* 6*d.* in summer. (24.)
Llanfyllin - - Thomas, B.-III. 39.	Estate foreman, 21*s.*; waggoner, 16*s.* (39.)	16*s.* - - - - (39.)	Foreman (acting as shepherd), 20*s.* (39.)	8*s.* to 10*s.* with food, 12*s.* to 16*s.* without. Estate labourer 14*s.* to 15*s.* (39.)
Dolgelly - - - Thomas, B.-IV. 22, 23.	16*s.* to 18*s.* estate men, house and garden free. (23.)	Estate wages 17*s.* and 16*s.*, house and garden free. (23.)	Estate wages 17*s.*, house and garden free. (23.)	Estate wages 15*s.* to 17*s.* Casual men 2*s.* 6*d.* a day; including food, 3*s.* 6*d.* (23.)

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WAGES AND EARNINGS—*cont.*

THE AGRICULTURAL LABOURER.

Current Rate of Weekly Wages of different Classes of Agricultural Labourers—cont.

District. Assistant Commissioner Reporting. Reference to Reports.	Carters, Waggoners, and Others in charge of Horses.	Stockmen and Others in charge of Cattle.	Shepherds.	Ordinary Labourers.
Ruthin . . . Thomas, B.-V. 20, 21.	Estate men, 14*s.* . . (21.)	Estate men, 14*s.* to 16*s.* . (21.)	Estate men 16*s.*, house rent free. (21.)	Current rate 15*s.*, or from 7*s.* 6*d.* to 9*s.* with food. (20. 21.)
Anglesey . . . Thomas, B.-VI. 22, 24.	. . . . .	. . . .	No shepherds in the Union. (22.)	9*s.* to 10*s.* on farmer's finding (24.)
Pwllheli . . . Thomas, B.-VII. 24, 25.	Foremen, from 26*l.* to 36*l.* per annum; in one case 40*l.* to 44*l.* (24.) Carters, from 9*l.* to 12*l.*; in one case 28*l.* on the farmer's finding. (24.)	Cowmen from 22*l.* to 28*l.* per annum on the farmer's finding. (24.)	. . . . .	15*s.* to 18*s.* (24.) Day labourers, 2*s.* to 2*s.* 6*d.* At Criccieth a casual man from 3*s.* 2*d.* to 3*s.* 4*d.* a day on his own finding. The uniform wage everywhere of road labourers is 3*s.* a day or 18*s.* a week on their own finding. (25).
Builth . . . Chapman, B.-VIII. 57.	Farm servants, young men, 15*l.* to 18*l.* First rate men 22*l.* to 25*l.* per annum. (57.) Waggoners on some estates 17*s.* 6*d.* per week because of Sunday work. (57.)	Farm servants, young men, 15*l.* to 18*l.* First rate men 22*l.* to 25*l.* per annum. Bailiff, 30*l.* As a rule 16*s.* and privileges. Where really managers, 1*l.* a week and special privileges. (57.)	These earn wages in a peculiar way, but as a rule not less than 18*l.* to 20*l.* (57.)	14*s.* to 16*s.* a week with cottage and garden; 18*s.* without privileges; or 9*s.* in winter and 12*s.* in summer, and all food at the farm. This is the usual plan. One employer gives 11*s.*, the use of a cow, and a cottage free. Casual men 1*s.* 6*d.* to 2*s.* a day. Estate men from 2*s.* to 3*s.* 6*d.* a day. (57.)

Piece-work. Payment in Hay-time. Payment during Harvest.

District. Assistant Commissioner Reporting. Reference to Reports.	Piece-work, General or Unusual.	Mode of Payment in Hay-time.	Mode of Payment during Harvest.
Bridgend and Cowbridge. Thomas, A. 35. B.-I. 19, 15.	At the present time only turnip hoeing and a little at hay and harvest. At the largest farm in the district most work done by the piece. A. 35; B.-I. 19.	. . . . .	Usual wages, and food for a month. B.-I. 15.
Narberth . . . Thomas, A. 35; B.-II. 27, 28.	Practically no piece-work . . A. 35; B.-II. 27.	. . . . .	Sometimes a cottage is held on condition of wife working at hay and corn harvest on farm. B.-II. 28.
Llanfyllin . . . Thomas, B.-III. 36, 37, 39.	Very little. Hedging, turnip hoeing, sheep shearing, mowing hay, &c. (37.)	Mowing hay, piece-work, 3*s.* 6*d.* to 5*s.* per acre. (37.)	15*s.* to 18*s.* per week and food, with beer sometimes. (36.) Overtime and beer money. (39.)
Dolgelly . . . Thomas, A. 35; B.-IV. 23, 24, 25.	Practically very little. Chiefly repairing the loose stone walls, which are the only fences within miles of the sea. A. 35; B.-IV. 24.	Men hired by the day, 2*s.* 6*d.* to 3*s.* 6*d.*, with food. B.-IV. 23. 14*s.* to 18*s.*, and from 17*s.* to 21*s.*, with food. B.-IV. 25.	14*s.* to 18*s.* with food. Men hired by the day, 2*s.* 6*d.* to 3*s.* 6*d.* and food. B.-IV. 23. 14*s.* to 18*s.* and 17*s.* to 21*s.*, with food. B.-IV. 25.
Ruthin . . . Thomas, A. 35, 36; B.-V. 23, 24.	A fairly general prejudice against piece-work. Only hedging, draining, turnip hoeing, &c. Mowing hay. B.-V. 23.	Mowing hay, 4*s.* per acre . . B.-V. 23. A slight advance in wages is made; 12*s.* a week, with food. B.-V. 24.	A general advance in wages is made. From 13*s.* to 18*s.* per week and food. One employer gives 24*s.* and no food. B.-V. 24.
Anglesey . . . Thomas, A. 35, 36; B.-VI. 25, 26.	Comparatively little, but more than in any other part of North Wales visited. B.-VI. 25.	Hay cutting 4*s.* per acre. Little or no extra payment is made in some places. 15*s.* per week, with food. B.-VI. 26.	10*s.* or 1*l.* Extra for permanent labourers. Extra men paid higher wages than those current, from 18*s.* to 1*l.*, with food. B.-VI. 26.
Pwllheli . . . Thomas, A. 35; B.-VII. 26, 27.	Practically none . . . B.-VII. 26.	From 2*s.* 6d. to 3*s.* 6d. a day in addition to food to extra day labourers; or 1*l.* a week for one month certain. The food provided more liberal than usual. B.-VII. 27.	Extra day labourers hardly any advance on ordinary spring wages of 2*s.* per day. B.-VII. 27.
Builth . . . Chapman, B.-VIII. 59-61.	Practically none. Only given to jobbing men, such as drainers or hedgers; or for making fences, mowing, turnip hoeing, &c. (59, 60.)	Generally done by farm hands without any extra payment whatever except drink and occasionally food, and a reaping dinner at the end. (61.)	Generally done by farm hands without any extra pay whatever, except drink and occasionally food and a reaping dinner at the end. One employer gives a sheep instead of beer money; another 1*s.* a day extra; another an average of 2*l.* 4*s.* harvest money; and another 6*s.* a week additional for two months. Four dinners a week and lunch if they work after 6. (61.)

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WAGES AND EARNINGS—*cont.*

Addition to Wages by Allowances. Perquisites and Payments in Kind.

THE AGRICULTURAL LABOURER.

District. Assistant Commissioner Reporting. Reference to Reports.	Nature of Allowances, &c.
Bridgend and Cowbridge Thomas, A. 37; B.-I. 16.	The tendency is to make the payment entirely in money. Food at harvest time. Potato ground charged at the rate of 1*s.* a perch. Carters get 6*d.* for each journey off the farm. Shepherds, of whom there are very few in the district, get 1*l.* to 2*l.* extra during the lambing season.
Narberth Thomas, A. 37; B.-II. 23, 24.	The pasture of a sheep and her progeny. Occasionally the carriage of a load of "culm." Where a labourer has a small holding from his employer, the latter carries his hay and coal, and if he tills any land, ploughs it for him and carries his corn. He generally pays rent at a higher rate than the farm is assessed at. In other parts a cottage and garden, the haulage of all culm, and the planting of a certain quantity of potatoes included, free of charge.
Llanfyllin Thomas, B.-III. 26.	Very few. Sometimes a farmer carries a load of coal free of charge for his labourer, or in the case of an indoor servant, for his father. In some cases where a man works regularly on a farm, the farmer allows him a cottage at about 1*s.* a week instead of the full annual value of from 3*l.* to 4*l.* 10*s.* A few English employers give 3*d.* an hour overtime for harvest, 6*d.* in lieu of beer with plenty of oatmeal gruel, 1*s.* extra if employed in milking on Sundays. A cowman 1*s.* for each calf for watching calving cows. If the farm pays, a profit is given to the bailiff.
Dolgelly Thomas, B.-IV. 26.	None customary. Most have cottage and garden (estimated at 3*l.* a year) rent free. One labourer has a cow pasture, and one shepherd the loan of four cows belonging to his employer. But these are only individual cases, and are only a few in number.
Ruthin Thomas, B.-V. 25.	The only payment in kind is the food given to the labourer or the food and lodging provided for the indoor servant. The diet is more liberal at harvest, but it is not customary to give beer at any time.
Anglesey Thomas, B.-VI. 27. 28.	The most common allowance is the potato ground. The employer gives manure, horse labour, and carting, the planting being also done in most cases in the farmer's time. The value of the ground and the incidental work vary from 15*s.* to 30*s.* a year. A few quarts of butter-milk is often given every week in summer. Pig litter is very commonly given. Carters get 6*d.* for each journey off the farm. In some cases, if married men, 6*d.* for each Sunday when the horses are in. Cowman has a chance of 4 o'clock tea. He gets 6*d.* for each strange cow brought to the bull, and is paid for sweeping up hay seed on the barn floor. Labourers get food.
Pwllheli Thomas, B.-VII. 28, 29.	In some cases ground to plant potatoes. Farmer lends horses to dig potatoes and cart them home, and they are sometimes horse-hoed; but farmer knows the advantage of spade culture, and the labourer has to cultivate his own plot. Butter-milk is often given. Sweet milk very seldom. Seed potatoes are also given. Straw for pig litter and chaffed straw or oat chaff for the beds of the labourer's family. Chief payment in kind is food.
Builth Chapman, B.-VIII. 62, 63.	Each employer seems to make a different allowance. The usual privileges are house and garden free, a cartload of potatoes, skim milk as much as required, firewood and haulage of two loads of coal. Some give in addition to these a pound of butter a week, and the keeping of a ewe and lamb on the farm with the use of the tup. Some potato grounds.

Average Weekly Earnings of different Classes of Agricultural Labourers inclusive of Allowances and Extra Receipts.

District. Assistant Commissioner Reporting. Reference to Reports.	Carters and Men in charge of Horses.	Stockmen and Men in charge of Cattle.	Ordinary Labourers.	
			On Employers finding food.	On Labourers finding own food.
Bridgend and Cowbridge. Thomas, A. 32; B.-I.				15*s.* to 18*s.*
Narberth Thomas, A. 32; B.-II. 26.			7*s.* 6*d.* to 9*s.*	12*s.* to 15*s.* Single men, 10*s.* to 13*s.* 8*d.* Labourers, 15*s.* 7*d.* to 16*s.*
Llanfyllin Thomas, A. 32; B.-III.			8*s.*	12*s.* to 14*s.*
Dolgelly Thomas, A. 32; B.-IV.			10*s.*	15*s.* to 16*s.*
Ruthin Thomas, A. 32; B.-V.			8*s.* to 9*s.*	15*s.*
Anglesey Thomas, A. 32; B.-VI.	Day labourers are often paid at a higher rate and have the advantage of being free to make a special engagement for harvest.		9*s.* to 10*s.*	15*s.*
Pwllheli Thomas, A. 32, 33; B.-VII.			8*s.* to 10*s.*	15*s.*

A. 33.

Actual ascertained Annual Earnings of Agricultural Labourers from Farmers' Books, inclusive of Allowances and Extra Payments.

District. Assistant Commissioner Reporting. Reference to Reports.	Carters and Men in charge of Horses.	Stockmen and Others in charge of Cattle.	Shepherds.	Ordinary Labourers.
Builth Chapman, B.-VIII. 65.	54*l.*; 42*l.* 8*s.*	50*l.* 8*s.*; 56*l.* 12*s.* Bailiff, 67*l.* 12*s.* Working bailiff, 65*l.* 16*s.*	61*l.* 2*s.*	30*l.* 4*s.*; 49*l.* 18*s.*; 47*l.* 2*s.*

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WAGES AND EARNINGS—*cont.*

THE AGRICULTURAL LABOURER.

Estimated Annual Earnings from the various Sources of the different Classes of Agricultural Labourers inclusive of Allowances and Extra Payments.

District. Assistant Commissioner Reporting. Reference to Reports.	Carters and Men in charge of Horses.	Stockmen and Others in charge of Cattle.	Husbandmen.	Ordinary Labourers.
Bridgend and Cowbridge. Thomas, A. 42; B.-I.				General estimate, 45*l.* A. 42.
Narberth Thomas, A. 42; B.-II. 26.	Indoor farm servants. 26*l.* 8*s.* to 35*l.* 12*s.*			General estimate, northern parish, 26*l.* 8*s.* 0*d.*; southern, 35*l.* to 40*l.* A. 42. O. L., 41*l.* 6*s.* B.-II. 26.
Llanfyllin Thomas, B.-III. 40.				35*l.* to 38*l.* and 39*l.* B.-III. 40.
Dolgelly Thomas, A. 42; B.-IV.		Stockmen 44*l.*	Labourers on farmer's finding 36*l.* to 40*l.* 10*s.*; on his own finding, 42*l.* to 45*l.* B.-IV. 27.	General estimate, 36*l.* to 44*l.* A. 42.
Ruthin Thomas, A. 42; B.-V. 26.				General estimate, 36*l.* to 40*l.* A. 42. 36*l.* to 40*l.* B.-V. 26.
Anglesey Thomas, A. 42; B.-VI. 29; App. B.	45*l.* 2*s.* 8*d.*; 45*l.* 4*s.* 8*d.*; 42*l.* to 45*l.*; 53*l.*; 34*l.* to 44*l.*	41*l.* 4*s.*	53*l.* 14*s.* 8*d.*; 42*l.*; 46*l.*; 53*l.* No shepherds in the Union.	General estimate, 36*l.* to 43*l.* A. 42. 36*l.* to 43*l.* B.-VI. 29.
Pwllheli Thomas, B.-VII. 30.	36*l.*; 33*l.*	36*l.* to 40*l.*	Foremen, 42*l.* to 48*l.*	General estimate, 36*l.* to 40*l.* A. 42. 33*l.* to 36*l.* B.-VII. 30.
Builth Chapman, B.-VIII. 65.	36*l.* and 38*l.*	46*l.* 16*s.*		47*l.* 16*s.* or 47*l.*

Boys' and Women's Weekly Wages and Earnings, and Family Earnings.

District. Assistant Commissioner Reporting. Reference to Reports.	Boys' Weekly Wages and Earnings.	Women's Weekly Wages and Earnings.	Family Earnings.
Bridgend and Cowbridge. Thomas, B.-I. 18, 20.	52*s.* for first year; 5*l.* to 7*l.* for second; 7*l.* to 9*l.* for third, and so on. (18.)	11*l.* to 12*l.* and 14*l.* per annum. By the day 1*s.* 3*d.* and their food. (20.)	—
Narberth Thomas, B.-II. 28; App. B. 2.	Lads of 15 and 16 years get 7*l.* for second year of service. B.-II. 23.	1*s.* 6*d.* per day at harvest with food App. B. 2. Hoeing turnips, &c., 8*d.* per day; 1*s.* in corn harvest. B.-II. 28.	The wife adds something by washing and knitting, also by poultry and fruit from her garden. B.-II. 28.
Llanfyllin Thomas, B.-III. 41.	3*l.* or 4*l.* for their first year. From 14 to 20 years of age they get from 5*l.* to 15*l.* (41.)	Dairymaids, 15*l.* to 18*l.* per annum (41.)	—
Dolgelly Thomas, B.-IV. 25, 27.		1*s.* per day with their food. On an estate 1*s.* 6*d.* on their own finding at hay-making and weeding. A dairywoman 8*s.* per week. (25.)	One instance on an estate of a carter's wife making 15*s.* to 20*s.* per week washing for the household. (27.)
Ruthin Thomas, B.-V. 22	A lad of 16 years gets 10*l.*; at 20 years about 18*l.* (22.)	—	—
Anglesey Thomas, B.-VI. 29; App. B.	Children weeding root crops 6*d.* to 9*d.* per day. B.-VI. 30.	Dairymaid (board included) 28*l.* to 30*l.* per annum. 31*l.* 8*s.* 8*d.* Managing housekeeper engaged only where there is no wife, 10*l.* per annum. B.-VI. 29. App. B.	Children and others collect— 1. Plovers' eggs. 2. Mushrooms. 3. Blackberries, watercress, and nuts. In one case a labourer made 8*l.* selling mushrooms. B.-VI. 30.
Pwllheli Thomas, B.-VII.	—	—	—
Builth Chapman, B.-VIII. 57, 65.	Half-timers or very young begin with 5*l.*; but at 14 they can earn 9*l.*, rising to 15*l.* in certain cases. (57.)	Boarded and lodged in the house; begin at 9*l.* and rise to 16*l.* When employed by the day 1*s.* to 1*s.* 3*d.* a day. One employer gives 1*s.*, or 1*s.* 6*d.* and a bit of food. (57.)	63*l.* 2*s.* (65.)

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GENERAL INDEX.

THE AGRICULTURAL LABOURER.

ABERYSTWYTH COLLEGE: Work done by, to promote Agricultural Education. Thomas, A. App. C. (*c*).

ACCOMMODATION in cottages: See Anal. Ind. "*Cottage Accommodation.*"

ACCOMMODATION in farmhouses for single servants needs improving. Thomas, A. 69.

AGREEMENTS AT HIRING:
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- Earnest money given. A. 25; B. IV. 19; B. V. 17; B. VI. 16.
- Verbal; never in writing. A. 25; B. II. 18; B. III. 31; B. IV. 19; B. V. 17; B. VI. 16.
- Written contracts desirable. B. II. 18.

AGRICULTURAL DEPRESSION: Not so bad in Builth as in some other places. Chapman, B. VIII. 22.

AGRICULTURAL EDUCATION IN WALES:
- Aberystwith College. A. 20. App. C. (*c*).
- Bangor College Scheme. A. 20. App. C. (*b*).
- Gilchrist, Professor, on. A. 20.
- Lectures, local centres for. A. App. C.
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- Distribution of. Thomas, A. App. B.

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ANNUAL EARNINGS: See Anal. Ind. "*Wages and Earnings.*"

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- Account of work done by. Thomas, A. App. C.
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- Amount of grant by Board of Agriculture to.
- Amount raised privately.
- Amount of grants by County Councils.
- Certificates granted to pupils.
- Courses of extension lectures, number of students attending.
- Diploma in agriculture granted to students.
- Field experiments in progress at 13 centres.
- Grants by County Council, how used.
- Heads under which work is classified.
- Scholarships established by Cheshire County Council.
- Success of movement, to what due. Thomas, A. App. C.

BEDS in cottages: Converted in daytime to look like a chest. B. II. 32.

BEER:
- Drinking by labourers' wives increasing. Thomas, A. 71; B. IV. 55.
- Given by some to attract men at busy seasons. Thomas, A. 40.
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- Coal clubs. B. V. 57. B. VIII. 95.
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- Local clubs. B. II. App. B. 8 (*b*); B. III. 58; B. IV. 48; B. VI. 45; B. VII. 43.
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- Pauperism highest where these societies are least made use of. A. 59.
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BIRTH AND DEATH RATE: Average for six years. B. I. 8; B. II. 12.

BOARD: Given to labourers; estimated value of. Thomas, A. 38.

BOARDING and non-boarding: Systems discussed. B. II. 25.

BOOK-KEEPING: Unknown among Welsh farmers. Thomas, A. 7.

BOTHY: System in Scotland compared with Welsh system. Thomas, A. 69, 70.

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Boys: Commence work as hired servants at the age of 14. B. II. App. B. 7.

Bread:
Wheaten, has superseded barley and rye. B. III. 65.
Difference now and formerly. B. VIII. 104.

Brickworks: B. V. 8.

Budgets of Labourers:
Four with families. B. III. App. B.
One on farmer's finding; one on own finding. B. V. App. E.
B. VII. 53. B. VIII. App. III.

Building Society and Banks, investment in: Chief form of saving. B. VII. 44.

Building Trade: Gives employment to labourers. B. IV. 12.

Buildings: Number of, per acre greater than in any other county, except Cumberland. B. VIII. 19.

"Bundling": Custom of, courting in bed, dying out. Thomas, A. 70.

Burial: Reform wanted to check expense. B. VI. 54.

Butter:
Increase in price of. B. VIII. 16.
Mode of payment for, curious. B. VI. 10.
Not sold in market as formerly, but to middlemen. B. VI. 10.

Cattle:
Hired at fixed sum per head to tenant. B. II. 37.
Number of. Thomas, B. I, App. D.

Carters and Stockmen: Single men live on farm premises. B. V. 16; B. VI. 16.

Caste: Great tendency to form. B. V. 7.

"Cauwr": A hedger, dispensed with, as a regular servant. B. VII. 14.

Certificates in agriculture to pupils at Bangor College. Thomas, A. App. C.

Charitable Apprenticeships: Said to teach trade not agriculture. B. VI. 13.

Charities: Effect of, in a parish. B. III. 22.

Charity Money: Improper uses of. B. V. 9.

Cheese-making: Unprofitable. B. VIII. 16.

Children brought up at home cannot eat the hard but more nourishing food of farm house. B. III. 66.

Classes: Dependent on land, widely separated. Thomas. A. 6. B. VI. 10.

Climate: Of Builth. Bracing. B. VIII. 23.

Clothes: Bought by labourers not so good as formerly. Thomas, A. 67.

Clothing Club: At St. Bride's Major. B. I. App. A.

Clubs: Coal, boot, and maternity in all villages. B. VIII. 95.

Coal and Clothing Clubs: In some parishes. B. V. 57.

Coal Mining: In busy times absorbs a large number of labourers. Thomas, A. 11.

Cobs, Welsh: Prices obtained for. B. VIII. 13.

Coffee Houses: Rare; when tried have often failed. Thomas, A. 68.

Collieries: B. II. 10.

Comparative Efficiency of Labourers: See Anal. Ind. "*Supply of Labour.*"

Complaints: As to inefficiency of labourers not always well founded. Thomas, A. 18.

Competing Industries:
Decline of. B. III. 20; B. VI. 5.
Effect of, to decrease agricultural population. B. I. 11; B. III. 15.
,, ,, equalise wages of skilled and unskilled. B. III. 40.
Raise wages. A. 31.
Notice of. A. 11.
Anglesey. B. VI. 5; Bridgend. B. I. 2; Builth. B. VIII. 4, 5; Dolgelly. B. IV. 5; Llanfyllin. B. III. 20; Narberth. B. II. 7. Pwllheli. B. VII. 31. Ruthin. B. V. 8.

Competition among tenants for farms. Thomas, A. 4.

Condition, general, of the Agricultural Labourer: See Anal. Ind.

Condition of Cottages: See Anal. Ind. "*Cottage Accommodation.*"

Confectionery: Taste for, among servants. B. VI. 38, 51.

Construction of Cottages: See Anal. Ind. "*Cottage Accommodation.*"

Consumption prevalent, due to damp cottages. B. II. App. B. 8 (*a*).

Cooking: Instruction in, for labourers' wives, wanted. Thomas, A. 51.

Corn Growers: Population of, more settled than one of stock raisers. B. IV. 14.

Corn grown less extensively than formerly. B. IV. 12; B. VI. 7. B. VII. 4.
Stock raising has taken the place of corn-growing. B. VI. 7. B. VII. 4.

Cottage Accommodation: See Anal. Ind.
Report of Mr. F. H. Norman to Royal Commission, women and children in Agriculture, 1870; present condition compared with former. B. VI. 30, 33.

Cottages:
Back-doors wanting. B. IV. 34; B. VI. 32.
Bad, described. B. VII. 36.
Building, cost of. A. 43. B. VI. 34. App. D. E.
Building society, Newton Nottage. B. I. App. A.
Condemnation by M.O.H. withheld because occupants could find no other home. B. I. 24; B. IV. 34; B. VI. 32.
Cubic space required for bedroom. B. I. App. B.
Demolition of, causes scarcity of labour. B. I. 11.
Internal arrangements. A. 47. B. VII. 35.
Labourers own none. B. II. App. B. 8 (*b*).
Let with farms, objections to. A. 50.
Ladders for stairs. B. I. 22.
Owned by parish, bad condition of. B. V. 32. B. VI. 36.
Purchased by labourers through building society. B. I. App. A.
Situated in villages, S. Glamorgan. A. 45.
,, ,, advantages of. A. 46, 47.
,, on farms, decreased. B. III. 63.
Size of rooms. B. VII. 35.
Types of various described. A. 47.
Village, few occupied by labourers (Builth). B. VIII. 28.
Visited by A.C. B. IV. 33–37.
Want of, keenly felt. B. II. App. B. 8 (*b*).
Want of, prevents married men working on farm. B. VIII. 18.

Cows kept by Labourers:
Exceptionally. B. V. 41.
Few. B. VI. 56.
Occasionally. B. I. 25; B. II.; B. II. App. B. 4, 9, 10.
Never, except with small holdings. Thomas, A. 56.
Numerously. B. IV. 46; B. VII. 42; B. VIII. 83.
Supplied to labourers by employers. B. VIII. 83.

Cow Pastures, Runs, Gates:
Decreased in last 40 years. B. IV. 42.
Effect of, to keep labourers on land. B. II. App. B., 10.
Land rented of employers. B. I. 25; B. III. 56; B. IV. 46; B. VI. App. D. B. VIII. 83.
Occasional. B. II. 37. App. B., 7, 9.
Provided for all married men by Miss Clara Tomson on her estate (Builth). B. VIII. 82.
Rare, no general custom of. Thomas, A. 54. B. VII. 41.
Rent of 3*l.* to 5*l.* a year. B. II. 37.
Rent of 1*l.* an acre gross. B. VIII. 82.
Small holdings supply place of. B. I. 25; B. III. 56; B. IV. 46; B. VII. 42.
Strips of land let with cottages, cows tethered by the horn (Trevine). B. II. App. B. 9.

Cows and Heifers, Statistics as to:
Anglesey. B. VI. App. H. Bridgend. B. 1. App. D. Dolgelly. B. IV. App. F. Llanfyllin. B. III. App. C. Narberth. B. II. App. C. Pwllheli. B. VII. App. E. Ruthin. B. V. App. H.

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CROPS: Chiefly grown; roots, oats, and potatoes. B. VI. 7.

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CURFEW: Ringing of, still kept up. B. I. 14.

"CWYNOS FWYD": An evening meal given usually at 6 p.m., but in harvest at 4 p.m. B. VI. 19.

"CYMORTHAU:" A system of mutual help. Survival of custom. Thomas, A. 7. B. IV. 13.

DAIRY CLASSES: For adults and girls from elementary school, B. III. 26.

DAIRY FARMING: Increased attention paid to. B. III. 8.

DAIRY FARMS: Degeneration of, due to want of dairy-maids. B. VIII. 16.

DAIRY MAIDS: Great scarcity of. B. III. 26.

DAIRY SCHOOL:
Managed by Company under University College, North Wales. B. V. 15.
Started by Bangor College at Welshpool. B. III. 26.

DAIRY SCHOOLS: Connected with Bangor College where located. Thomas, A. App. C.

DEATH RATE: Average for six years. B. I. 8.

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,, whitest flour preferred. B. VIII. 104.
Cheese and skim milk. B. II. 25.
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Farm servants and labourers boarded by farmers. Specimens of daily fare. B. II. 25; B. III. 65; B. IV. 55; B. V. 56. B. VI. 28. B. VII. 54. B. VIII. 104.
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From which people mostly suffer. B. IV. 56.

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Race and languages, distinctions of. B. II. 9; B. III. 2.
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ENGAGEMENT, CONDITIONS OF: See Anal. Ind.

ENGLISH speaking population in South Pembroke, when established. Thomas, B. II. 9.

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LIST of NAMES of PERSONS mentioned as giving EVIDENCE, or from whose REPORTS EXTRACTS are quoted, or who have written LETTERS on a subject connected with the INQUIRY:

ADDIE, Forrester, *Agent to Powis Castle Estate.* Thomas, A. 21. App. C. (*c*). B. III. 26.

ASSISTANT CHARITY COMMISSIONERS. Thomas, B. V. 32.

BIRCHAM, F. T., *Poor Law Inspector.* Thomas, B. II. 14; B. III. 21.

BOWEN, D. H., *Farmer.* Thomas, B. II. App. B. 9 (*a*).

BRIGSTOCK, W. O., *Chairman of Board of Guardians.* Thomas, B. II. 33. App. B. 10 (*b*).

BROCKLEBANK, *Farmer.* Thomas, A. 22, 65; B. V. 13, 49, 56.

BROWNE, Murray, *Poor Law Inspector for North Wales District.* Thomas, B. II. 14.

COWPER, Coles, *Agent to Sir John Bayley.* Chapman, B. VIII. 2, 19, 36, 39, 41, 57, 92, 103, 107.

CULLEY, George, C.B. Thomas, B. II. 2, 6, 11, 15, 25, 27, 32, 35.

D'AETH,* *M.O.H for Buckingham.* Thomas, A. 49.

DAVIES, Walter, Reverend. Thomas, B. III. 36.

DAVIES, W. R., *Clerk to Board of Guardians.* Thomas, B. IV. App. F.

DAVIS, *Farmer.* Chapman, B. VIII. 39.

DOYLE, Andrew. Thomas, B. I. 15; B. II. 15; B. IV. 12, 28, 42; B. VII. 15, 31.

DUGDALE, Marshall. Thomas, A. 60, 72; B. III. 2, 10, 26, 27, 32, 40, 59.

EVANS, D., Reverend. Thomas, B. IV. App. D.

FRY, Baldock, *M.O.H.* Chapman, B. VIII. 70, 72.

GILCHRIST, *Professor at Bangor College.* Thomas, A. 22. App. C.

GRIFFITHS, E., *Agent for Naunau Estate.* Thomas, B. IV. 16.

GRIFFITHS, J. Howard, *County Councillor.* Thomas, B. II. App. B. 9 (*c*).

GRIFFITHS, *M.O.H. for Milford.* Thomas, B. II. 5. App. B. 8 (1).

HOWELL, *Councillor of Pencold.* Thomas, B. I. 5, 12.

HUGHES, Medwyn J., *M.O.H.* Thomas, B. V. 56.

HUGHES, Samuel, *Chairman of County Council.* Thomas, B. VI. 49, 50.

HUNT, Brooke, *Commissioner of Agriculture.* Thomas, B. III. 26.

JAMES, *Yeoman Farmer.* Thomas, B. II. App. B. 3.

JENKINS, Blandy, *Councillor.* Thomas, A. 22, 30.

JENKINS, W., *Farmer.* Thomas, B. I. 7.

JOHN, B. O., *of Craigyborion.* Thomas, B. II. App. B. 1.

JOHN, William, *Returning Officer fo Cowbridge.* Thomas, B. I. 8.

JOHNSON, H. Vaughan, *Commissioner upon State Education in Wales*, 1847. Thomas, B. IV. 42.

JONES, *Farmer at Llysdinam.* Chapman, B. VIII. 38.

JONES, Edward, *M.O.H.* Thomas, B. IV. 31, 32, 38.

JONES, J. M., *Tenant Farmer.* Thomas, B. III. 26.

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JONES, W. B. C., *Estate Agent.* Thomas, B. VII. App. D.

KAY, George. Thomas, B. III. 36.

LEFFINGWELL, *Doctor.* Thomas, A. 70. App. E.

LEWIS, John, *Land Valuer.* Thomas, B. I. 7.

LEWIS, James, *Councillor.* Thomas, B. II. 36.

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NORMAN, F. H., *Commissioner on Employment of Women and Children in Agriculture.* Thomas, B. VII. 31.

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PRITCHARD, *Doctor.* Thomas, B. I. 23.

PUGHE, W. D., *Clerk to Board of Guardians.* Thomas, B. III. 27.

RANDALL, Henry, *Agent to Earl of Dunraven.* Thomas, B. I. 5.

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* NOTE.—M.O.H. denotes Medical Officer of Health.

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SMITH, *Farmer of Llangammarch.* Chapman, B. VIII. 33.

TEMPLE, *One of Her Majesty's Inspectors of Schools.* Thomas, B. III. 30.

TREBOVIR, Thomas, *Farmer.* Thomas, B. II. App. B. 9 (*a*).

TREMENHEERE, J. H., *Commissioner on the Employment of Women and Children in Agriculture.* Thomas, B. IV. 1, 6, 16, 42.

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WILLIAMS, William, *Road Surveyor.* Thomas, B. IV. 57.

WILSON, W. P., *Farmer.* Thomas, B. II. App. B. 2.

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ROYAL COMMISSION ON LABOUR.

THE AGRICULTURAL LABOURER.

VOL. III.

SCOTLAND.

PART I.

REPORTS

BY

MR. H. RUTHERFURD
(ASSISTANT COMMISSIONER),
WITH **SUMMARY REPORT** PREFIXED,

AND BY THE LATE

MR. G. R. GILLESPIE,
(ASSISTANT COMMISSIONER),

UPON

CERTAIN SELECTED DISTRICTS

IN THE

COUNTIES OF

ABERDEEN, ARGYLL (SOUTH), AYR, BANFF, BUTE, CAITHNESS, DUMBARTON, DUMFRIES, FORFAR, KINCARDINE, KIRKCUDBRIGHT, LANARK (NORTH), LINLITHGOW, MORAY, NAIRN, ORKNEY, PERTH (EAST), RENFREW, ROSS, STIRLING, SUTHERLAND, AND WIGTOWN.

Presented to both Houses of Parliament by Command of Her Majesty.
February 1893.

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ROYAL COMMISSION ON LABOUR.

THE AGRICULTURAL LABOURER.

SCOTLAND.

A.—SUMMARY REPORT

BY

MR. HENRY RUTHERFURD
(ASSISTANT COMMISSIONER).

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Note.—In the following Reports reference will occasionally be found to the proceedings of two Royal Commissions. The one is the Royal Commission on the employment of Children, Young Persons, and Women in Agriculture, 1867; and this is often referred to as the "Commission of 1867," or of "1870," the date of the Volume of Reports quoted. The other is the Royal Commission on Agricultural Interests, 1879–82, and generally known as the Richmond Commission. This is sometimes quoted as the "Commission of 1879–82."

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THE AGRICULTURAL LABOURER.

A.—SUMMARY REPORT.

To Geoffrey Drage, Esq., Secretary,
Royal Commission on Labour.

2, Harcourt Buildings, Temple,
June 1893.

SIR,

IN obedience to your instructions I have now the honour to present a Summary Report in respect of the various district reports, from time to time submitted by me to the Commission, on the position of the agricultural labourer in Scotland.

Districts visited.

1. The districts assigned to me were five in number, viz., the counties of—
   1st. Caithness, Orkney, Sutherland, and Ross;
   2nd. Ayr, Renfrew, Bute, and South Argyle;
   3rd. Stirling and Dumbarton;
   4th. Lanark (North), and Linlithgow; and
   5th. Wigtown, Kircudbright, and Dumfries.

To my late colleague, Mr. Gillespie, and myself a general direction was given that the inquiries should be confined, in the first instance, to the cultivated areas; hence the various counties mentioned must be understood as having been visited in respect of such arable or cultivated districts only.

Method of inquiry.

2. In conducting such inquiries I placed myself first in communication with the leading officials of the county under inspection, and through them was enabled to obtain access to any local associations of an agricultural character, whether established on behalf of masters or of labourers. General societies, such as the Highland Agricultural Society and the Ploughmen's Federal Union, furnished me with names of witnesses, and from them I readily obtained evidence, though in one district some, whom I should have been glad to see personally, were inadvertently overlooked, and thus communication with them was by writing only. After consultation with the various parties with whom I had been in correspondence before my arrival in the district, I arranged to hold public meetings, these being usually announced as intended for "tenant farmers and others," or for "farm servants and other agricultural labourers" respectively, though in one case (the Isle of Bute) the arrangements made were for a joint meeting.

As to expediency of separate meetings of employers and employed.

3. My object in holding separate meetings was to enable each representative body, and especially that of the labourers, to speak with greater freedom; and this course was several times approved of by the employers themselves. On many occasions I read the evidence of the farmers to the ploughmen before they gave their own evidence, and sometimes I adopted a similar proceeding when about to receive the evidence of the farmers.

In the case of the Isle of Bute the farmers assisted in forming the joint meeting by circulating the necessary information, and by allowing their men away in the afternoon instead of their turning out at night, the meetings for the labouring class being usually held in the evenings. I did not observe any disadvantage to the men from this arrangement, and they were certainly not overawed, as was shown in various ways, and especially by the good humour that prevailed. At one or two other places the spokesmen at labourers' meetings said they would not care if a hundred farmers were present. It sometimes happened that members of the one class would be at a meeting intended for the other; when the meeting was for labourers, and the attention of the farmers was called to the fact, the labourers invariably requested the employers to remain. After a farmers' meeting at Stranraer it transpired that some of the labourers, who were to appear before me in the same building in the evening, had attended throughout. The farmers present, though aware of the fact, abstained from calling my attention to it.

Personal interviews.

4. Besides holding such meetings as required by the instructions, I also held interviews with the labourers on particular farms, and occasionally with individual

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labourers, either in the field or the cottage. Market days being in many places extinguished by the auction marts, I attended these several times, and was thus put in the way of acquiring then, or later on, useful information, and was enabled to make such applications as were possible for the release of labourers in time to attend either meetings or interviews.

It was of course also a part of my duty to hold communication with any other parties accessible and capable of giving light on the subject of inquiry. I accordingly called on various ministers of religion, usually inquiring for the oldest resident, unless any one had in a special manner identified himself with the rural population. Also I received assistance from county medical officers, inspectors of poor, and schoolmasters, and again from men now variously employed, but who in their younger days had been farm servants, and were still well in touch with labourers of the present time.

Form of Reports.

5. In recording in the separate reports the effect of the evidence given I have followed the general line of subjects as set forth in Circular No. III., or "Notes of Inquiry," and at all meetings it was my practice to go through the various items of the notes, these, however, being modified to meet variations between the agricultural customs of England and Scotland. In considering the extent to which the conclusions formed on such a variety of subjects should be expressed, I was not unmindful of the direction to us that the Reports were to be of a concise character.

General description.

6. For a particular description of the physical features of the districts visited I would refer to the remarks preliminary to each separate Report. It may be stated however that though the northern rather than the southern counties of Scotland exhibit lofty ranges of mountain land, the two counties in the most northern part of the field of inquiry are in the main of much less mountainous character than the counties immediately to the south of them, and the people are thus not in fact "Highlanders," and do not wish to be so considered in race.

(*a.*) Caithness and Orkney.

There is a considerable portion of moderately elevated land both in Caithness and Orkney, and this has been found suitable for, and within the century has been extensively adapted to, the general cultivation of cereals and green crops.

(*b.*) Ayrshire, Renfrew, Bute, and South Argyle.

Turning to the next district, Ayrshire, Renfrew, Bute, and South Argyle, hilly or mountainous land appears in certain portions of the counties, but generally they are distinguished by either a moderately high table land, or by hill and valley cultivation extending in the case of Ayrshire to nearly a half and in Renfrew to nearly two-thirds. But in South Argyle or the peninsula of Cantire the central part becomes, in the northern direction, gradually too elevated for extensive cultivation, and the arable districts are thus confined to the southern portions and to a margin by the sea on either side.

(*c.*) Stirlingshire and Dumbartonshire.

Stirlingshire and Dumbartonshire have a greater proportion of hill land to the whole extent than the counties last named; but in the former county and along its northern boundary (the River Forth) lies a considerable plain of stiff clay, known as the Carse of Stirling. Between this and the southern edge of the county a wide range of high uplands prevails until it sinks into a narrow span of agricultural soil, a renewal of which is to be found in the west towards Loch Lomond. The boldness of the physical features of Dumbartonshire prepares us for a limited area of low-lying land, and accordingly about two-thirds of the county are excluded from cultivation.

(*d.*) Lanark and Linlithgow.

Lanark and Linlithgow present hill and valley, the hills in the former county rising to mountains as they approach Dumfriesshire in the south. A more even surface is presented by Lanarkshire towards the north and by Linlithgow to the east, and in both counties considerable mineral wealth abounds and is largely worked.

(*e.*) Dumfriesshire, Kirkcudbrightshire, and Wigtownshire.

The counties of the last district visited offer some contrasts in their physical features, for while Kirkcudbright and Dumfries present a considerable proportion of elevated land, either of rocky heath or wild moorland, Wigtownshire displays a surface of moderate elevation over nearly the whole extent, and this, though not without wide ranges of peaty moss, is largely cultivated.

Agricultural features.

7. Though in the northern counties I travelled very near the land of "the mountain "and the flood," and in the middle and south of Scotland encountered "the shaggy "heath and peaty moss," cultivation, or at least the profitable use of the soil, appeared to be very generally practised wherever agricultural operations could be carried on with success. I saw also the territory where the late Duke of Sutherland had endeavoured (in places where success was not certain) to turn wild land into arable farms. After vast expense both in labour and buildings, such lands, as is well known, are now found unprofitable, and it is alleged are of even less agricultural value than the original untilled soil.

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Caithness and Orkney. Crofters.

8. In Orkney and Caithness much has been done within the last 50 or 60 years to turn to profitable account extensive tracts of land partly, I believe, from the growing practice of farmers to work on a comparatively large scale. Crofters' dwellings and patches were numerous enough, but as a rule there was not much to admire in the condition of the holdings, while the buildings were almost invariably of inferior character. Having on one occasion been shown a farm of some extent where the cultivation was excellent, the fences in order, and the new dwelling-house of superior construction, the secretary of a ploughman's union informed me that it was a crofter's holding, admitting at the same time that it was a remarkable exception from the general rule. In past times, however, the crofters appear to have usefully turned over patches of land on the hill sides, and so extended generally the cultivated area.*

The condition of the crofters as a class was not I thought strictly within the scope of my inquiry, for their position was less that of agricultural labourers than of quasi owners or occupiers of land. In some parts of the general range of inquiry I heard that they were willing to and did work for surrounding farmers, but in other parts that they habitually declined to do so, even when the crofts were poor indeed.

Productiveness of soil in Orkney.

The reference made to the general character of the two most northern counties under notice relatively to those south of them applies to Caithness and Orkney relatively to each other. For Caithness according to the Agricultural Return of 1892, with a total area of land and water of 446,017 acres, contains a cultivated area of 110,531 acres, while in Orkney with a total area of 249,565 acres, the cultivated area extended in 1891 to 110,583 acres, though reduced in 1892 to 106,602 acres. It is curious to note that whereas the introduction of the turnip crop was originally resisted in Orkney, and was only adopted after some pressure from a Nobleman with extensive possessions in the county, the returns of 1892 show that the acreage of the root in Orkney was equal in quantity to that of Caithness, and that the acreage of green crops collectively was actually in excess, as was indeed the case with all other crops. Further it appears from Government returns tabulated in the Transactions of the Highland Society (Fifth Series, Vol. III., 1891) that the ordinary average yield of the turnip crop per acre in Orkney is 16·81 tons or higher by one ton per acre than in Caithness. And from the same source we find that in Orkney field potatoes are produced at the average rate of 7·54 tons per acre, thus exceeding the average produce of any other county in Scotland.

Cattle trade.

In respect of horses, cattle, and sheep the returns show that the two former are the more numerous in Orkney, while Caithness shows a very great preponderance in sheep. The growth of the cattle trade from Orkney is remarkable and would probably increase further if greater facilities were afforded for the transit of cattle. But it was represented to me that a steamboat company, having practically a monopoly, declines to afford convenient arrangements on shore for the safety and comfort of the animals previous to embarkation.

These remarks upon the agricultural features of the two counties first investigated have extended rather beyond the cursory view proposed to be taken of the entirety of the districts visited, but they will be found to have some bearing on points hereafter to be noticed, such as the supply of labour.

Sutherland and Ross.

9. The highly mountainous character of Sutherland and Ross leaves but a small proportion for cultivation, and thus Sutherland with a total area of 1,345,480 acres, while making good use of the eastern margin of soil, exhibited in 1892 an area in corn crops of only 9,775 acres, and of green crops 4,803 acres, oats and turnips being the chief produce respectively. The number of sheep, however, as would be expected, is considerable over the whole county, and in 1892 reached to over 213,000.

In Ross the total acreage is still greater, but the cultivated area bears a much larger proportion, and the corn and green crops in 1892 jointly covered upwards of 70,000 acres, while the sheep numbered 340,000. Barley, oats, and turnips are produced in considerable quantities.

Ayr, Renfrew, Bute, and South Argyle. Dairy districts.

10. The second district, in so far as it comprises Ayr and Renfrew, differs from the preceding in that there is a more extended area of cultivated land, and that dairying is a very special feature in farming operations. The manufacture of cheese has in Ayrshire developed considerably both by private industry and from the action of local associations, but it was said nevertheless that American competition is very sensibly felt.

In both counties corn and green crops abound, Ayrshire being distinguished particularly by the great advance made in late years in the cultivation of the early potato.

* Crofts may be regarded as "nurseries of a hardy race, but when the croft is small it yields an insufficient "maintenance, and even when it is of a fair size the struggle for existence is hard and keen." Report of Church of Scotland Commission on Religious Education, May 1893.

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In Bute and South Argyle, the other portion of my second district, agricultural operations tend, with respect to the former towards dairy work, most of it performed by the families of the tenants, and with respect to the latter, towards arable and dairy farming combined.

Stirling and Dumbarton.

11. In regard to Stirlingshire and Dumbartonshire, the third district assigned to me, the clay stratum of the former county supplies a considerable proportion of wheat. But towards Falkirk, on the east, we have besides carse land, the lighter soil of the Dryfield and Moss Districts; and there is also similar soil to the west of the county. Thus the whole acreage of wheat was in 1892 only 2,000 acres to 18,000 of oats. Green crops bear but a small proportion to the whole produce, but dairy farming in the west is making some progress.

Cereals and dairy produce.

The comparatively small portion of Dumbartonshire that is of a lowland character is very generally cultivated, but various manufacturing industries abound, with towns or busy centres of population around them. To supply these and Glasgow with milk, dairy farms are more and more taking the place, whenever practicable, of purely arable or other holdings.

North Lanarkshire and Linlithgowshire.

12. The northern half of the county of Lanark was alone marked for inquiry as containing the cultivated area, the southern half being largely pastoral. The Valley of the Clyde, dividing the county into two main divisions, exhibits arable farms in abundance, and there and elsewhere cereals, chiefly oats and barley, flourish. A high average yield per acre in respect of turnips and potatoes is recorded in the Agricultural Returns. Near Lanark town the slopes to the Clyde Valley display many a small strawberry farm, a comparatively new industry, rapidly developing, and now extending to the cultivation of fruit generally. Dairy farms are increasing chiefly for the sweet milk trade, when in touch with Glasgow. The county, also engaged in stock rearing, is the home of the famous Clydesdale farm horse.

Cereals, dairy, and fruit.

Linlithgowshire, with a pastoral and dairy district to the west and south, expands into an arable surface towards the east, and producing abundant cereal crops, stands among the first for yield of oats.

Kirkcudbright, Dumfriesshire, and Wigtownshire.

13. The three counties forming my fifth and last district appear to stand as to their agricultural areas in the order set forth in the margin, the smallest of such areas being first; Wigstownshire occupying the largest proportion of cultivation to total area relatively not only to the other two but to most of those in the whole field of inquiry.

The mildness of the climate and other conditions are favourable to certain branches of agriculture. Near Wigtown there is a carse composed partly of clay and partly of moss, the whole of the former being cultivated, and a considerable portion of the latter reclaimed; wheat, beans, and oats are the produce of the district. In other parts either mixed arable and dairy farms, or dairy farms simply, are common. In Kirkcudbright and Dumfriesshire the lower districts having an arable area of a light character, green crops abound, and sheep are carried with success. All three counties are distinguished for their turnip crops, Wigtownshire appearing to be, by its ordinary average of 20 tons to the acre, at the head of Scotch counties.*

Superiority of green crops.

Farms, extent, &c.

14. In regard to the holdings over the various districts under notice, the prevailing tendency in the north is towards what might be termed large farms relatively to certain very small ones. From 200 to 600 acres was a very general limit. In some cases several farms were in the hands of one man, and such "pluralist" farmer was not an acceptable person to the people, though generally a good agriculturist.

Towards the centre districts the holdings were of less extent than in the north, for while ranging from 60 to 400 acres, the average would be 150 acres. Further south and west, as in Ayrshire and Renfrewshire, they were somewhat less still; the dairy districts being well studded with even smaller holdings. Of the farms in these two counties, a large proportion was cultivated either entirely or in part by the labour of the farmers and their families. With arable farms generally varying from 100 to 600 acres in Wigtownshire, Kirkcudbrightshire, and Dumfriesshire, and averaging about 250 acres, the number of very small holdings is not so great. But farms below the above minimum were to be found here and there.

Large and small farms.

15. Dairying, being a very increasing industry, is now adopted by the larger farmers and is not therefore confined to occupiers of a limited acreage. The actual size of such "large" farms however did not appear to me at all excessive; and probably by the greater means of the occupiers, and the simplification of farm arrangements, economy of labour and of general expenses would be effected.

* According to returns furnished by estimators in 1885.

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It was put to me, however, by the head of the staff on one of such farms, that an evil of the system was the difficulty of getting milkers, thus necessitating the male employés engaged to agree to the condition to supply, not only their own labour, but that of their own families, when the wife might be the only person available and the daughters more profitably engaged elsewhere. The difficulty as to the wife, also mentioned in the north, is one which was put to me in a definite form in the last-mentioned counties, and then in reference to the conflict of the milking with domestic duties. The alleged money loss to the farm servant from having his two daughters at home as milkers was a new point raised by a farm official, a dairy manager or contractor, locally called a "dairyman." This was a complaint of a very special nature and not brought to my notice elsewhere: but both questions will be best dealt with under the head "Conditions of Engagement."

The immediate point is that the so-called large farmer alone requires this additional labour, for with the more economical ways of the Ayrshire dairy farmer, who often does not object to join in the work with his family, male and female, such necessity would not arise.

Although I could understand the wish to be free to accept a place with or without the inconvenient conditions alluded to, I could not see that such freedom was actually interfered with, although no doubt the greater the number of cows on a farm the less likely would the reduction of milkers be possible.

Personal demeanour of some farmers.

The complaint as to the large farms may have been complicated with others as to the farmers themselves, for the witness quoted with much enjoyment the reply of an American as to what he thought of the Wigtownshire farmers—that "they appeared to "be standing on high ladders, with their heads at the end of a pole on the top of the "high ladders."

Although the fact that I saw nothing of such a demeanour towards myself may not be of any importance, and although the demeanour to the men would scarcely be within my observation, I think I ought to state that after interviews with many of the farmers I judged that they took very fair interest in substantial matters affecting the welfare of their men, and certainly the answers of the men upon the general relations between them and their employers in this county did not point to other than a friendly footing. It must be inevitable to some extent that the possessor of a large holding with a large staff of labourers cannot be so much in contact with them as the farmer with two or three men, and who himself and his family are joint participators in the daily duties.

This subject has come under the notice of two of my colleagues in Scotland. Mr. Gillespie infers from the evidence received by him in two districts that the relations between employers and employed are better with the smaller farmers, though in his report on Aberdeenshire and Kincardineshire (par. 9) he somewhat qualifies this. Mr. Pringle states that the greater number of complaints as to the quality and quantity of work performed came from the smaller farmers, and he suggests as a possible explanation that in bad times they are less able to bear the financial strain, and so by "standing over" their men and endeavouring to obtain from them greater results, produce disagreeable friction. The intervening steward of a large farm is, he thinks, an arrangement beneficial to the men for the very reason that contact is not with the master. I have not had myself sufficient information to lay down any general proposition, and the men have scarcely ever raised the question spontaneously. But my original idea, based upon conversations held long antecedent to the Commission, was that the labourer showed more contentment when engaged to the working tenant of a small farm, as, in his opinion, he was more likely to benefit from acts of personal attention or consideration from one who was to a great extent his fellow workman.

Ayrshire farmers.

16. Nevertheless the position of the men must be looked at all round, and it may be that on the whole the labourer on a large farm is not less favourably situated. In Stirlingshire, hearing from a ploughman that most of the small farmers in his neigbourhood had themselves once been ploughmen, and remarking thereon that they must be men who would show every consideration to their servants, "I'm no so sure," he said, "they aye seem to be wanting mair and mair." I noticed also that in a district where the grievance of 8 o'clock p.m. work had been very generally given up, almost the only place where it was maintained was at a farm held by a man who not so very long ago held the plough as farm servant, and still did the commonest daily work of his holding. On large farms also it seemed to me that more was done towards the due maintenance of cottages, and in the granting of holidays. It may be stated that the farmers held up for examples were Ayrshire men. And whether their better understanding with their employés, or their more moderate holdings and

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THE AGRICULTURAL LABOURER.

practical acquaintance with all the departments of their business, or the whole combined, explain the fact, certain it is that in several counties *successful* men were invaders from Ayrshire. The dairy farming eminence of Ayrshire no doubt in part explains this; but success was not always with dairy farms alone. It may be here remarked that the cows, chiefly if not exclusively, preferred for the dairy farms in several counties of the south-west of Scotland were of Ayrshire breed.

Labour on large and small farms.

17. It will be seen that in a certain aspect of the case the complaint in the last paragraph was that the large farmer required too many male and female labourers. This is, of course, a very unusual view, the complaint being always the other way. And it must not be supposed that the witness *only* meant that he objected to the condition of supplying additional labour being imposed upon him; for he and others have said that it would be better if the farmer took off his tall hat, and that he and his daughters should, at the busy time, join in the general turmoil. Regarding the more usual grievance that large farms rather tend to the reduction of labour, I have stated in the separate Reports that, in my opinion, such is the case.* It is quite obvious that in several ways this must be so; the larger fields, the simplification of buildings, the saving in roads, fences, &c., all tend either to reduction of labour or diminution of expenditure. The farmers and the men on this question do seem to be agreed; though in some large farms there is no reduction in fact, because labour is put on for finer cultivation or special work.

The public interest.

But to admit this is not necessarily a concession that large farms must be considered an *evil*. If it is clearly for the public interest that there should be as little land lost to cultivation as possible, and that the whole should be farmed in the most economical fashion, the farmer may well say that as he is encountering the effects of Free Trade "in the public interest," he should not be prevented from cultivating the land in a rational manner, merely to extend "protection" to the labourers. In other words, that if the general good is alone to be looked at, the labourer must be requested to look at it also.

The pluralist farmer.

Upon the question of one man holding several farms, a pluralist farmer observed that it was open to anyone to bid for a vacant farm, and that he was not less entitled to do so than others, and that no special advantage was thereby gained by the proprietor. I pointed out, however, and he admitted that it would be an advantage to the proprietor to let to one who would be satisfied with one farm-house and fewer farm buildings and cottages.

Looking at the question of large and small farms, either from the agricultural or social point of view, we may agree with Arthur Young in favour of *freedom* in this matter, and with a practical agriculturist of our own time "that each kind of farm has a "place of its own, like the small stones among the larger ones in an ordinary wall, "if the one be proportional to the other the strength of both will be increased."

Occupying owners.

18. The number of occupying owners over the whole area investigated cannot be said to be considerable, but it is appreciable. Although in the north, except in Orkney, they are very few indeed, in the midland and western counties they were stated to be somewhat more numerous. The land actually owned and occupied is however in acreage fairly extensive, as will appear from the tables attached to the separate reports. In Lanarkshire and Dumbartonshire the total of occupying owners is not large, but in each county there is a district where the occupying possessors of small holdings are fairly numerous. In Wigtownshire they were but few; I was, however, warned from assuming that their holdings were small. In the remaining counties the number is even less, though in Dumfriesshire it was said that *there* also a certain number of occupying owners are clustered in one particular district.

PRESENT SUPPLY OF LABOUR.

Supply of farm servants generally.

19. Over the whole of my districts from Orkney to Wigtown the evidence showed that either in one class of labour or another the supply of hands required for agricultural operations was insufficient, and that generally the number of labourers had decreased.

Male servants.

Taking first the male portion of the regular farm servants we find that in Orkney, Caithness, Sutherland, Easter Ross, Ayr, Renfrew, Bute, South Argyle, Linlithgow, Stirling, and Dumbarton, there was a deficiency and especially of young men (in the

* Report on Stirlingshire and Dumbartonshire, par. 7:—Mr. George Brown in his "Agricultural Costs," after stating the cost of ploughing an acre of land, adds that "in a furrow of 150 yards in length, 2 hours and 44 minutes are occupied in turning; while a furrow of 275 yards would occupy 1 hour and 22 minutes for turnings." Transactions of the Highland Society, *ante*, par. 8.

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northern counties particularly), although in Stirlingshire it was said that there was a fair supply of single men in one part. In South Argyle or Cantire the men would not agree that there was any real deficiency except at the "throng" times of the year.

In the remaining counties, however, Lanark, Wigtown, Kircudbright, and Dumfries, though scarce in places, there was generally in spite of a great decrease a sufficiency of male servants. At the same time, in Sutherland and the first two of the last-mentioned counties, there was said to be some difficulty in obtaining day labourers, and the feeling seemed to prevail that the supply of farm servants might not continue. In Ross-shire marriages of young ploughmen are becoming less frequent.

Rural population, diminution.

20. There is no doubt of the continuous migration of the rural population in the whole of the field of inquiry from country to towns, or to districts where manufactories abound, or to foreign countries. In the extreme north, Orkney, Caithness, Sutherland, and Ross, the diminution of population extends to the counties as a whole and not to parts merely; and yet, as appears from paragraph 8, the tenantry of the first two counties have shown considerable enterprise. And in the extreme south, Dumfries, Kircudbright, and Wigtownshire, the census of 1891 shows that there also the *counties* have become less populous. In the last-mentioned the migration from the country has been either direct to other counties, or if to the towns of that county the migration of the townsfolk must have kept pace with the immigration of the rural population for the town groups have scarcely maintained their population.

Causes of depopulation.

21. The causes of such migration have been examined by many thoughtful men, and although it would be beyond the scope of this Report to offer extended observations upon the conclusions arrived at, the views of certain persons now in touch with the people may be considered. Some have been already alluded to in the separate reports,* but reference may be made to an article by Mr. Speir, of Newton Farm, where, after setting out elaborate calculations of his own and examining official statistics, he concludes that the great advance in the use of superior machinery since the year 1820, and not the mere turning of arable land into pasture, has been the main cause of a diminution in the demand for agricultural labour, and that thus the rural population has moved to other fields of industry. Such other fields exist, he considers, in the ever growing manufacturing tendencies of the nation, and the demand being there the rustics act in obedience thereto.

Diminution in demand for labour from improved machinery.

The diminished time now required to perform certain agricultural operations is summarised by Mr. Speir thus. In 1820 he says to cultivate, reap, and deliver five different crops (specified) would have taken 53 days, while in 1892 the same operations would be performed by those using modern methods in 35 days. He calculates further that the labour displaced in 100 acres of these crops would be one man for every 34 acres; and if the man should have a family, then arises a depopulation of four persons for every 34 acres. It is admitted that the advance in the cultivation of green crops, has *added* to the demand for labour, but this again is now probably less than it was by reason of improved machinery and modern methods.

Other causes.

At the same time to attribute migration to absence of demand for labour must not be carried too far, and Mr. Speir dwells of course on other causes, such as facilities for travelling to towns, higher wages, shorter hours, education, want of cottage accommodation, &c.

Universality of movement to towns.

We have seen that in the northern counties the demand for labour is urgent, and that where the supply in the south is sufficient, it is sufficient and no more, and yet the exodus continues.† It would seem, however, that the movement towards towns is in Scotland of old date, having commenced in some places in 1831, and was to be found in the Lowlands as well as in the Highlands. That at least is the opinion of Dr. Longstaff, as given in a paper read this month before the Royal Statistical Society, and he shows further that not only was the disproportionate growth of large towns a phenomenon of universal prevalence, but that an actual diminution of the rural population is to be noticed in the greater part of Europe, in North America, and even in Australia. It would seem, therefore, that the migration of the working population may be due, not so much to being driven from the country, as to being attracted to the towns.

Female labour, deficiency.

22. There were very few, if any, places where women were available in sufficient numbers for field work, and where the rare instance of their being sufficient occurred,

* Lanark and Linlithgow, pars. 16 and 63.

† The diminution or extinction of hand-loom weaving has been several times mentioned as one of the causes of depopulation of rural districts. Also the weavers, and others engaged in small industries, were wont to hold small plots of land or pendicles, these having been surrendered with the industries, migration ensued. See Report of Church of Scotland Commission, 1891-2-3. Also Report on Berwickshire and Roxburgh, par. 54 (Mr. Wilkinson, A.C.).

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the supply was largely from the neighbouring villages, or in some counties from the crofters, and not entirely from the staff of the farm or their families. As to dairywomen, the cry of the dairying districts was loud, that they were difficult to get at all, and fully qualified dairywomen very rare indeed.

Causes of deficiency.

23. In Orkney this deficiency of women was immediately due to the great demand for them as domestic servants in England and Scotland. In Caithness the movement to the south was much from the same cause, though also from a wish for other occupation than farm work.

Dislike to farm work.

In these and other counties, however, the chief cause of the abstention of women from farm work would seem to be the growing dislike to the work itself, coupled with a keen desire to enjoy the animation and variety of town life. With the general improvement of the domestic household of the married farm servant, the greater sense of refinement, and very general advance in education, young women feel ill-disposed to follow in the steps of their predecessors and engage in the rather rough though generally healthy requirements of Scottish farms.

That these requirements are in the main not contrary to health has been declared by Assistant Commissioners under former Commissions; and if they were not so then, they must be still less so now when some of the severer demands upon men and women have been withdrawn.

In Caithness however the duties imposed upon the women were said to be still somewhat arduous. In one place I heard of women engaged with sheep being, in the course of ordinary duty, obliged to go through very deep snow, the clothing being necessarily made very wet, to the probable injury of the wearers. One of several ploughmen's delegates at Halkirk complained that besides their wives working in the fields to improve the men's wages, other females of the family were at certain seasons engaged working horses in turnip and harvest time, and that the hours of those engaged in the combined duties of indoor and outdoor work were very long.

Farm work and dress.

As Caithness was visited in summer time I could not observe the means taken by the women for protection against winter weather. On the Borders they wrap wisps of straw round their legs to well up the calf, then pin the back and front of short warm petticoats together. They thus have a sort of zouave appearance, and if the effect is not altogether picturesque the plan is an admirable one for the work they are occasionally engaged in, such as filling dung carts, or spreading manure on the fields.

Immigration at particular seasons.

The Assistant Commissioner for Roxburghshire gives reasons there assigned for the migration of women, some of which are similar to those stated in the second clause of this paragraph, though he adds others which are special to the south. But as to personal appearance it should be further noted that the wise precautions just mentioned have not the slightest effect in depriving the women of taste for dress. Their comely attire on a Sunday, usually well up to the fashion of the time and worn on an erect and not ungraceful figure, makes a transformation so complete that it is difficult to recognise the wearers as the heavy clad and rather bulky personages with elephantine legs engaged the day before in the heavy task of forking manure.

Efficiency of labourers.

24. The assistance to farmers at particular seasons from immigration appears to have very generally diminished. In Caithness some Highlanders continue to descend from their hills and fisher folk to come up from the coast to help in harvest-time. In the midland and southern counties the immigration relied on was chiefly that of the Irish, but not necessarily from Ireland, for they also arrived from Glasgow and other towns with Irish settlements, both at harvest-time and at other seasons, such as turnip singling, the scarcity of women having compelled the farmers to employ men for the latter duty.

Farm employés (usual staff).

25. On the matter of Efficiency of the employed there was not always agreement among the employers, but there was perhaps rather more complaint of inefficiency (when the comparison was with former times) in the northern than in the southern counties; but with regard to "other districts" the comparison was seldom unfavourable anywhere.

CONDITIONS OF ENGAGEMENT.

26. Agricultural land in Scotland is largely cultivated by a permanent staff of men and women attached to the different farms. The ploughmen are usually married men living in cottages let with the farm to the farming tenant, or young unmarried men, sons of the married ploughmen, or single men boarded in the farm-house or accommodated in a bothy. Sometimes the single men will board with a married servant. The married men in cottages are to be found more usually on the larger farms, while the unmarried men boarding in the farm premises are employed more frequently on the smaller holdings.

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(*a.*) Ploughmen always have a pair of horses specially allotted to them; they generally take an interest in their condition and appearance, and will not always consent to their being touched by others. The men are sometimes known as first, second, and third horsemen, the top man often getting a top wage. This pride in their animals is in pleasing contrast to the demeanour of the farm employés in certain counties in England, where, according to one or more of our colleagues, the very reverse feeling prevails, and a *stableman* looks after the steeds on their return from work. Thus men of the mature age of 20, having taken a wife and cottage, will say that they cannot have "anything further to do with horses."* Ploughmen.

(*b.*) Shepherds are not always to be found on arable farms as a distinct class; on small holdings their duties are combined with other farm work. They also have cottages. Shepherds.

(*c.*) The cattleman, or byreman, is usually a married man occupying one of the cottages, but sometimes a single man living on the farm premises is so engaged. Cattlemen or byremen.

(*d.*) "Workers" is a term applied to women whose chief work is out in the fields; some of these are supplied by the cottagers, who being generally under an obligation to provide a worker by their contract of hiring, send forth either their wives or their daughters, according to the particular circumstances of the family. Others come from the villages, or, in the mining districts, from the families of the miners. "Workers."

(*e.*) Byrewomen work in the byre in attendance on the cows, but they, like the workers on small farms, may have double duties, including the hoeing of turnips in summer or the feeding of sheep in the winter season. Byrewomen.

(*f.*) The dairywoman on a large dairy farm is very much an indoor servant only, but in small holdings the byre and dairy duties may be combined in the same person. Dairywomen.

The byreman sees to the harder work of the byre, but when the farm is managed in part by the farmer himself or his family the duties of the byrewoman may be multifarious.

(*g.*) "Orra-men" was a term only occasionally used in my districts; it signifies a man employed on the farm for odd jobs. In farms of adequate extent men with such duties and called "orra-men," "farm labourers," or "barn men," &c. are sometimes part of the staff, and at other times are practically the same as ordinary labourers. Orra-men.

(*h.*) "Halflins" are generally understood to be young fellows of the "neither man nor boy age," engaged to work at light jobs. Halflins.

(*i.*) Children are rarely seen, especially since the establishment of the School Board, though they assist in some places at the potato harvest. Children.

(*j.*) "Stripper," in dairy farms, follows the milkers and finishes off the cows insufficiently milked.

(*k.*) "Grieve" is the same as the farm steward in the south. On small farms where the employer is to some extent his own grieve, some of the proceedings are regulated by the foreman ploughman, who is usually called the "foreman." Grieve.

27. It will be found that the greater part of the employés have regularity of employment, and that the occasional labourers are but few, being engaged as temporary immigrants, or summoned from the neighbouring villages at the busy seasons, such as turnip singling, potato lifting, and the corn harvest. Regularity of employment.

28. The very general, and at one time universal, mode of hiring, both for men and women, is in open market at the "feeing fair," where after an interview between the farmer (or his steward) and the labourer adjournment is usually made to a public-house, where details are settled. This form of engagement is, however, giving way to private arrangement before hiring day comes round, and also to the practice of advertising on the part of the masters. General mode of engagement.

29. The feeing fair is much condemned by some, both masters and men, while by others, chiefly men, it is supported. The objectors call attention to the congregation of men and women for many hours in the open street, the indulgence in drink, the late hours consequent on dancing and other amusements, and the incapacity for work for several days afterwards. When the men have referred adversely to the fair, they have done so usually in as severe terms as the masters. Hiring markets.

The other side, however, contend that the evils have been exaggerated, that the markets admit of engagements in the face of day instead of behind the back of the existing employer, and (with the men) that it is a general holiday which they do not wish to lose.

It should be added that some hold a middle view that the evils exist, but that any other arrangement, such as by registry, is not practicable. Observations will be found in the Reports on Ayr and Renfrew, par. 66; Lanark and Linlithgow, par. 66.

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* Report upon the Poor Law Union of Driffield, by E. Wilkinson (A. C.), par. 11.

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30. The opinion I would form is that in small country towns the fairs work little mischief, but that in large towns, owing to the large assemblage, the presence of rogues, and the deleterious compound sold as whiskey, various evils arise.

When considered injurious, suggestions for improvement.

The suggestion of a ploughman that halls should be provided by the local authorities for a meeting place and with a registry was not much supported; but a hall to fly to in wet weather would, I think, lead to order and sobriety. An association of ladies in Glasgow has already established such a hall for female servants. I visited it, and found that although a certain number remained outside, others gladly availed themselves of the accommodation offered.

Hiring day and date of service.

The hiring day for married men is usually many weeks before the time of service, and this length of time is disapproved of by the masters and in some places by the men. Occasionally the men have said the time gave them an opportunity to look elsewhere if they failed to get places or heard something awkward about the new masters.

Desertion of service.

In connection with this subject it should be stated that the masters in some counties complain very seriously of servants engaged for a certain date failing to appear, or deserting service immediately after arrival. They say that the practice is becoming so common that it is to the masters well-nigh intolerable. The present state of the law renders redress in court practically useless, and the servants knowing this act accordingly. Some are, however, of opinion that if they return the "arles" or "earnest money" all is well; while others restore neither arles nor service. The question appears to have been sharply raised on the east coast before my colleagues, and one of them, Mr. Pringle, has, in his Report on Fife, Kinross, and Clackmannan, embodied the views of a counsel learned in the law on the subject. With myself the men usually admitted the action was improper; but on one occasion they alleged it was their only defence against cruel masters. The greatest offenders are the women, then the single men.

Verbal or written agreements.

31. The terms of engagement are usually fixed at the interview by word of mouth only, but in some cases the agreement is in writing; the employer delivering to the labourer a slip partly printed and with the blanks filled in and retaining a counterpart in identical terms. Such a form of agreement is given in the Report on Caithness and Ross (Appendix G.).

Married men in cottages.

32. The married men (ploughmen, cattlemen, or byremen) are usually engaged by the *year*, starting in some places from the Whitsunday term and in others from Martinmas, and the remuneration either at so much a year or so much per week.* The term "married man" is used though it occasionally happens that the individual is a bachelor with a sister or widower with a daughter, the class of man intended being always one who, as part of his wage, has free occupation of a cottage. [Hence in this Report, for convenience of reference to such labourers, the term "cottagers" or "cotmen" is frequently used.] This man is usually bound to provide and board a female worker, and such worker may be the wife, sister, or other relative or person, the work to be performed as and when required, and at so much a day, the money being paid to the ploughman or cottager. The *cottager's* engagement with the worker would be by the half-year.

Obligation to find a "worker."

The obligation to provide a "worker" is considered a grievance, but by the masters is deemed indispensable for the due working of the land. The complaint was made most loudly in Caithness, where it was even said by the men that the farmer could insist on a stranger being taken into the house if the family could not after engagement supply the required help.†

Wives as milkers.

But I did not find that the general obligation was now so much insisted on, though of course the labourer with a worker is preferred. In the dairy districts of the south the necessity to have the cows milked with regularity requires a staff of milkers, and as these cannot all be supplied with work during the rest of the day, the wives of the ploughmen are required to undertake the work morning and evening. Although there is separate pay for this, a complaint is made that the wife is taken away from the house very early in the morning when she should be giving the husband his breakfast, and further that the children are thus frequently left alone, often to their serious injury. Caithness Report, par. 13; Wigtownshire, pars. 19 and 50 (*d.*).

Employers generally admitted the grievance, but they could not suggest any remedy, though one suggested employing a bower.‡ The men themselves thought that more hands was the only remedy. Lanark and Linlithgow, par. 31.

Payment of wages.

The married men are paid sometimes half-yearly, but more generally by the month or fortnight.

* In some parts near the Clyde a practice obtains of engaging the married men by the half year. I heard once of such an arrangement being coupled with the power to re-engage for a year.

† But this was admitted to be a very rare occurrence.

‡ Under the bowing contract the farmer supplies cows and food, while the bower supplies labour and pays an annual sum for such profit as he may make from the whole dairy.

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33. Single men are engaged by the *half year*, at so much the half year, and in Orkney and Sutherland are provided usually with accommodation in bothies. In Caithness and the cultivated area of Ross and Cromarty bothies have very generally disappeared, and the unmarried men on the smaller farms occupy sleeping places on the farm premises, with board in the kitchen, unless they are sons of cottagers on the farm, when they live with their parents. Further south bothies are rare, and the farm-kitchen system more common. Payment of unmarried men is by the half year, but it is usual to give instalments of pay on request.

Unmarried men.

Payment of wages.

34. At very few places did I hear a definite collective opinion that the engagements of married farm servants should be shorter than the year. But although it would seem unlikely that a monthly arrangement could be approved by men whose wages consist (in part) of a free house, yet there was an express reference by the men to this form of engagement as desirable on more than one occasion. Some masters favoured the view and one or more have already adopted it. I gathered, however, that the majority, both of masters and men, were in favour of the present system. Report on Stirling and Dumbarton, par. 92; Lanark and Linlithgow, pars. 19, 20.

Long or short engagements.

(*a.*) Married men.

As to unmarried men it is alleged by some, improbable as it may appear, that monthly engagements would operate against their migratory habits, and perhaps against desertion of service; whereas it has always been maintained by the large body of farmers that short engagements would practically leave them at the mercy of the men, who would be tempted, at harvest or other busy time, to leave them in the lurch. There is much to be said for both sides. I believe, however, that those who have tried the short period do not complain of greater changing or desertion of service. On the other hand, the labourer must note that in the event of sickness for some weeks, there might be the disadvantage of an early dissolution of contract with cessation of wages.

(*b.*) Unmarried men.

35. The ordinary period of labour for field work in all the districts was 10 hours in summer and from light to dark in winter; but the hour for appearing in the mornings of winter at the stables or farmsteading was very much the same as in summer, the time between breakfast and field work being utilised by various jobs, either in the stables, such as cleaning harness, or with other duties in places adjoining.*

Hours of labour.

36. But although those employed in the fields usually labour for the allotted 10 hours in summer, the total engaged time on behalf of the masters is for horsemen longer by one and a half to two hours, or more; the time in question being that occupied in necessary duties at the stables before and after daily field work. In order to execute all these duties commencement is made by appearing at stables in summer at 5 a.m., and this is about the uniform time over the whole of the districts.

Horsemen's hours (summer).

After 5 o'clock the detailed division of the day slightly varies in different groups of counties, but further common ground is to be found in the main division of the day into two equal portions of five hours each, for at only one place did I hear of an unequal division.

In the northern counties the duties of the day are nominally divided in the following manner. The men having usually taken breakfast before leaving home, the stables are turned out, the horses fed, and other preparations made from 5 a.m. to 6 a.m., then starting for work in the fields till 11 a.m. They then return to stables, feed horses, retire to their cottages for dinner, and re-appear at stables at 12.30 to start at 1 p.m., being thereafter engaged in the fields to 6 p.m. They leave the fields at 6, finishing at stable 6.50 p.m., then retiring to their own homes for supper.

Detailed statement, northern counties.

These hours are, however, subject to modification, thus :—The time occupied in stables in the morning is not necessarily the whole hour from 5 to 6, and when the cottages are near the men go home to breakfast, thus making a break of 15 to 20 minutes.

Also the half-hour in stables at mid-day though usual, is not all required for the work then done. The returns home at mid-day and in the evening are however in the men's time, and if the farm is a large one, allowance for distance must be made; thus in the evening, although the men leave the fields at 6, and 30 to 40 minutes is sufficient for bedding up horses, 6.50 p.m. is the more probable hour for the men to get clear for the night.

* There is a very general rule that the servants go out to their work in the master's time and come home in their own. Thus, when work is said to begin at 7 a.m., men and horses leave *stables* at 7, and they are met on the field by the other employés; with some employers, however, work is expected earlier. On the other hand, some farmers are content if the men, instead of *leaving the field*, say, at 12, arrive at stables at 12, thus not coming home in their own time but in the master's.

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It should be stated that in high summer in most counties the animals are turned out to grass, thus saving some labour, at least in the evening, this season being spoken of by the masters as extending from nine to twelve weeks, but by the men to six weeks. I endeavoured to induce both sides to partly close up this strange divergence, for it was curious such a plain matter of fact could be so differently viewed, but I only succeeded in getting a slight approximation.

Midland and south counties.

In the midland and southern counties of my districts the practice is after early morning stables to go home for breakfast at 5.45, and to start work at 7 a.m. and finish at noon, with an interval either of one hour or one and a half hours, finishing in the latter case usually at 6.30 p.m., but in some cases at 6 p.m.

Harvest hours.

37. Hours at harvest were necessarily long everywhere, when the "leading-in" time occurred, for these would extend far into the night, or when the weather permitted a start would be made very early in the morning. But no complaint reached me from the men's side, while the masters usually spoke of the willingness of the farm servants to give their assistance during the extended hours. On one occasion I was even informed that a master arriving home very early from a distance was about to give orders for the ingathering when he found it had been already completed by the spontaneous action of the men.

Winter hours.

38. In winter the hour for commencing the day's routine duties is usually the same as in summer, 5 a.m., though some masters here and there tolerate 5.30. Thus at about that hour ploughmen attend at the stables, cattlemen look after their stock, and byremen and dairywomen address themselves to the cows. In the north the hour or hour and a half before dawn is at some farms utilized in barn work, usually threshing, and in other places by some carting about the farm-yard or other odd jobs, but barn work is gradually falling into disuse.

Where the two hours' interval at noon prevails in summer, it is in winter reduced to either one hour or to one and a half hours. In Renfrewshire and at some other places carting into or from towns was said to be imposed upon the men after the darkness of the winter nights had set in; this was not a common complaint, and the masters in the districts in question would only admit it as an occasional duty. But a more frequent complaint was that the men were expected to travel to the blacksmith's shop with plough irons or other materials after dark, and therefore after working hours. Then as to evening stables it is the practice with many employers to defer the suppering and bedding-up of the horses till 8 p.m., but others are content that they shall be seen to once for all on arrival from work as in summer; and this latter course is now of very general adoption.

Estimate of average hours.

39. Giving the best attention I can to the time usually and ordinarily occupied by ploughmen and others with horses, both in field-work and in the daily routine before and after it, I am of opinion that during summer the period extends from a minimum of 11 hours and 30 minutes to a maximum of 12 hours and 15 minutes, this last period being confined to the northern counties.

In winter the dropping of work with the failing daylight renders it difficult to give an estimate in figures, but as an average, and making allowance for a slight departure from the 5 o'clock hour in the morning, the period for all kinds of duties would seem to be from 9½ hours as a minimum to 10 hours as a maximum.

In the few places where there is a demand for barn-work in the morning, and when a return to stables at 8 p.m. is expected, a slight addition to the shorter hours must be made. In specifying the longer hours in the *north* this has been considered. For, though work in the barn in the other counties is instead of the "odd jobs" mentioned, there would seem to be in such barn work rather more time actually occupied, and the labour is also more severe; and as to the 8 o'clock rule, it is obvious that when the men feed animals and clean up stables immediately on arrival from the fields, their total occupied time must be less than when they have for that purpose to turn out from their cottages and in the dark of the evening.

It should have been stated that with some employers, who think that horses cannot be left in winter in safety from 5.30 p.m. to 5 a.m., it is arranged that feeding and bedding up having been effected at 5.30 p.m., one of the men in rotation shall go round at 8 p.m. With others the grieve or the master himself, with or without a labourer, will go the round and supply anything that may be needed.

Cattlemen and byremen.

40. Other labourers, such as cattlemen and byremen, have, it is said, rather longer hours; but these, as to the division or breaks, are more under their own control.

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41. Those engaged in milking at dairy farms have rather long hours, whether they are the regular byre employées, or the field workers with milking duties added morning and evening, but for which additional labour additional wage is usually given.

Byrewomen and dairymaids.

42. The hours of shepherds are sometimes protracted, but the division of the day is much in their own hands.

Shepherds.

Sunday labour.

43. With the horsemen it is usual for all to appear at stables on Sunday morning, though a little later than the usual time; then for the mid-day feeding it is the practice for the men to agree that, even in a large farm, one man in rotation shall attend to all the animals. The masters are not so uniform in allowing the deputy to do the necessary work in the evening, but most abstain from insisting on a general attendance at that time, and those who expected it were few.

Cattlemen have little Sunday leisure in winter, but in summer their outings on that day seem to be fairly constant.

Female workers and byrewomen have the Sundays on a kind of rotation, but in the strictly dairy districts in the summer time they are kept pretty closely to work.

Wages and Earnings.

Complex character of wages.

44. Viewing the wages and earnings of the whole district together there is considerable disparity to be noticed, if the figures alone be looked at. As in Scotland payment in kind and house accommodation are almost of universal acceptance (the proportion of goods and supplies to money being sometimes considerable) the statement of the total earnings, in figures, is not always a simple matter, for these have to be arrived at on estimates given by various persons, some of whom have an interest, or at least an unconscious bias, in magnifying or diminishing the values suggested.

Part payment in kind.

45. In some counties the whole of the wages are paid in money, save the cottage accommodation and carting of coals. In others the money payment is less, and allowances are granted over and above the house and coal carting, consisting usually of provisions, such as meal, milk, and potatoes, to which is sometimes added fuel (coal or peat). The quantity supplied varies with the different counties, as will appear under the respective heads in the separate Reports. Specimen tables of allowances in kind are, however, appended to this Summary. (Appendix B.)

It is further to be noted that prices of the necessaries of life varied in different portions of the country, and that house accommodation, though at a low figure in one place, would be high at another.

Married ploughmen and other cotmen.

46. Taking first the horsemen and others of the regular staff, occupying in virtue of their office cottages on the farms, we find that the average annual wage ranges or represents in money and payment in kind as follows:—

Counties.	Money.	Total Wage.
	£ s. d.	£ s. d. to £ s. d.
Caithness and Orkney -	15 0 0	34 0 0 to 37 0 0
Ross and Sutherland -	20 0 0	41 0 0 to 42 0 0
Ayrshire - - -	35*l.* or 46*l.* 16*s.**	49 0 0 to 51 0 0
South Argyle - -	24 0 0	49 5 0
Bute - - -	46 0 0	52 0 0 to 54 0 0
Renfrew - - -	51 0 0	58 0 0 to 60 0 0
Stirling - -	37*l.* 10*s.* or 49*l.* 8*s.**	53 10 0 to 56 15 0
Dumbarton - -	53 0 0	59 0 0 to 61 0 0
Lanark - - -	52 0 0	59 11 0
Linlithgow - -	38*l.* or 49*l.* 8*s.**	52 14 6 to 55 13 0
Wigtownshire - -	25*l.* or 39*l.**	41 0 0 to 44 10 0
Kirkcudbright - -	39 10 0	44 0 0
Dumfries - - -	41 0 0	45 0 0 to 46 12 0

* The larger items represent the money wage where the payment in kind is limited to house accommodation and coal carting, though, in some cases, there may be a nominal allowance of meal or potatoes. House accommodation in above is estimated at rents ranging from 3*l.* to 6*l.*, the usual figure being 4*l.*

In those counties where the agreed rate is in money per week, house accommodation and coal carting are implied terms and usually the only additional payment in kind; but when the wage is at so much a year, the cash is less, and *allowances*† are granted in addition to the money and house. This latter form of engagement obtains in the

† Oatmeal, milk, potatoes, &c., as above stated.

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following counties, which may be called for convenience "allowance counties": Caithness and Orkney, where such additional grants are higher in value (21*l.*) than the money wage (15*l.*); Sutherland and Ross, South Argyle, and Wigtownshire, where the items are nearly equal. In Ayrshire and Linlithgow the position is reversed, the supplies and accommodation constituting in Ayr about a third of the money wage, and in Linlithgow rather more than a third.

In the other counties the remuneration is chiefly that of the money wage with house and coal carting; this form of wage is also sometimes adopted in the "allowance" counties, except, perhaps, in the extreme north, the choice resting, I believe, usually with the master.*

Grieves.

The wages of farm stewards, on ordinary farms, do not much exceed those of the better ploughman; from 3*l.* to 6*l.*, with some additional allowances, being usual.

Single men, difference in form of wage.

47. Unmarried men are engaged by the half-year at per half-year, and their wage is fixed on the footing that they have no cottages. If, as sometimes happens, they live with their parents, or in a bothy, allowances or "benefits" are given in addition to the money wage, such money wage being usually larger than that of the married men. Thus in Caithness the married men's money wage would be about 15*l.* and payment in kind 21*l.*; but the single man receives in money 18*l.*, allowances bringing the total value to nearly the same as the married man's complete wage. But if, as is more frequently the case, single men are lodged on the farm premises and fed in the kitchen, the money wage is all that is specified between the parties.

Their wages in the field of inquiry generally do not show so wide a range as those of the married men, and although it may not be very practicable to attempt a summary of wages of the different districts, when some men are paid in money and goods, without accommodation; others in money, goods, and accommodation of a bothy; others again in money, with board and lodging at the farm-house, and of unspecified amount, we may proceed to deal with the three classes as follows:—

Estimates of their wages.

48. 1st. It may be taken that a fully qualified young man paid in money and goods, and whether living with his parents or others, receives a total wage nearly equal to that of the married man.

2nd. The unmarried man living and feeding in the bothy also paid in money and allowances is becoming scarce, but he also, if fully qualified, earns a wage not so very different from that of the married man. The two classes are more to be found in the northern counties, the money wage averaging 18*l.* a year.

3rd. The unmarried servant on the kitchen system, and who is partly paid by money wage and partly by board and lodging in the farm-house, is so engaged over nearly three-fourths of the counties under notice; we can thus better define his wage (money and board).

Farm kitchen system, value of board.

49. The value of such board and lodging was variously estimated at from 7*s.* to 10*s.* a week, but after many inquiries I came to the conclusion that 8*s.*, or a little over, would cover the usual board and sleeping accommodation, or in round figures 20*l.* a year. I have seen a table with the figures at 6*s.* a week, but such an estimate was not presented to myself, and allowance ought to be made for the rather better food now than formerly. Women's board is valued at from 1*s.* 6*d.* to 2*s.* a week less.

Farm kitchen system, money payment.

50. Though the wages are invariably fixed by the half year, the amount may for uniformity be stated at per year. In the northern counties they did not come under this head (the kitchen system) but rather under the first head (living with parents) or the second (bothy). Under the kitchen system in other parts of the general district —Ayrshire, Stirlingshire, Renfrewshire, and Lanarkshire—the money figure varied from 26*l.* to 34*l.* a year, while in the south-west district the wage fell to a range of 18*l.* to 28*l.* a year; inferior men receiving from 16*l.* to 20*l.* a year, and if we add to these figures the 20*l.* for board we have in each case the total annual wage.

There is, however, so much difference in the men themselves, according as they have age or experience, that with a corresponding variation of cash wage it is not possible to draw out an entirely satisfactory statement. I observe in the "Transactions" of the Highland Society† that the compiler of a table of wages there set out remarks upon the incomplete returns furnished to him regarding the wages of single men, and probably an explanation may be found in the difficulty specified in the 45th and 47th paragraphs.

* From the occasional work of the wives in the fields, or by milking, or, as in Argyleshire, by gathering seaweed for the manufacture of kelp, 8*l.* to 12*l.* may be added annually to the husband's wages. Where there is a double hinding, *i.e.*, the ploughman's son being also a ploughman and living with his parents, and say two daughters are employed regularly, the wages entering the cottage may amount to 120*l.* or 140*l.* a year.

† Transactions of the Highland Society, 5th Series, Vol. III., p. 273.

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In the general result it will be seen that in this 3rd class also the total wage of the single man is brought in some cases nearly even with the wage of the married man.

Seeing the absence of calls upon the money portion of their wages, it is not surprising that my attention was frequently directed to the favourable position of these servants for the exercise of economy and thrift.

Advantages of farm kitchen system.

As regards the nature of the "board" supplied, it appeared from the evidence of the men at Stranraer, in Wigtownshire, that the meals consisted of: 1st, *breakfast*: porridge and milk; 2nd, *dinner*: broth, meat, potatoes, and milk; 3rd, *supper*: porridge and milk, and at times tea.

Halflins.

51. Next to the unmarried men come the lads or halflins, their wages also showing some variety, and being put as low as 12*l.*, and as high as 20*l.* per annum with board. Boys are not often employed, but 7*s.* a week has been paid in Wigtownshire as a regular wage, the amount being doubled during the four or five weeks of harvest.

Shepherds.

52. From the general direction given me to confine the investigation to arable districts, there was not much evidence offered in relation to shepherds. In many of the small farms indeed there was no such man on the staff. When he did exist the rate of wages was frequently the same as that of ploughmen or other cotmen, with an inclination to a rise. The money wage in the north was stated at 24*l.* to 26*l.*, with allowances, such as the keep of a cow, or, where there was extensive grazing with the arable farm, the keep of two cows, meal and potatoes being added, and bringing up the wage to 36*l.* and 39*l.* In some farms pasture for a "pack of sheep" (8 to 20) was given, but there was a tendency for this custom to vanish.

Women workers.

53. The remuneration of a field worker (by the farmer) is usually by the *day* when she is provided by the cotmen on the farm or summoned from the villages. In the northern counties 1*s.* 3*d.* was the usual daily wage for the cotmen's field workers, with some allowances, such as potatoes and coals, though in winter the wage might be reduced to 1*s.* In all other districts the figure was very usually 1*s.* 6*d.*, though 1*s.* 3*d.* was paid in Wigtownshire and part of Kirkcudbright, but in this quarter I did not hear much of allowances. Women summoned from the villages would receive 2*s.*

The workers who are engaged directly by the farmers by the half-year and boarded on the premises, receive money wages ruling from 16*l.* to 22*l.* per year, very usual figures being 18*l.* and 20*l.* In the extreme north special arrangements seem to be in operation by which supplies, and sometimes use of a house, are given to women workers, and occasionally the female bothy is to be found. 12*l.* a year has thus been paid with allowances in one or more of the following articles: meal, milk, potatoes, and coals.

Byrewomen and dairymaids.

54. In ordinary farms of small extent the byrewomen act as dairymaids and their wages range from 20*l.* to 22*l.*, and those of dairymaids in dairy farms reach to 24*l.* and 25*l.* The supply is generally deficient, especially in the case of a chief dairymaid or dairymaid in charge, who is sometimes paid 30*l.* a year, besides board.

Occasional milkers.

Ploughmen's wives and others sometimes assist in the daily milking and receive from 2*s.* 6*d.* to 4*s.* a week, the milking extending from about an hour to an hour and a half morning and evening, or from 14 to 21 hours a week. This is estimated to last from 35 to 40 weeks.

Ordinary labourers.

55. The information as to wages of ordinary labourers was at times not immediately supplied, the reason being that in some parts they are scarcely employed at all in agricultural operations. The rates given would be at so much per week or per day according to the custom of the district.

Where in Wigtownshire an "orra" man lived with his son, a ploughman on the farm, he received 14*s.* a week in summer, and 15*s.* in winter, when feeding sheep; also 1*l.* and a ton of coals bonus for harvest; estimated annual earnings, 39*l.* 10*s.* Where a labourer was furnished by the farmer with house, the wage was put relatively to this at 2*s.* 6*d.* per day, and 3*s.* without a house. But such a difference was probably when the labourer had far to travel.

In Orkney the wages rules from 2*s.* 4*d.* to 3*s.* a day; in Sutherland and Ross, where there is a scarcity, from 15*s.* to 20*s.* a week, or 2*s.* 6*d.* to 3*s.* 4*d.* a day, and these figures prevail in several counties; but in Renfrew 18*s.* and 21*s.* were very general, if by the week, and so with Lanark, near the collieries, but 4*s.* a day was paid near Paisley; in South Argyle, 3*s.* to 3*s.* 6*d.* a day, but less in winter. The well-known distilleries at Campbeltown give 1*l.* 2*s.* a week.* In Caithness labourers temporarily occupied on farms receive 13*s.* 10*d.* a week, with half a gallon of milk per day.

* These wages seem low, and yet a retired farmer in Caithness writes: "Female labour (out-door) has risen "about 400 per cent. and male 100 per cent. during the last 40 years." A ploughman prize essayist states: "I "remember women's wages 1*l.* 10*s.* the half year, and they have risen to 6*l.* The reason is they can't be got."

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56. The regular staff of the farms receive no increase of wage in hay and harvest but in most cases food is given, or 1*l.* in money, or occasionally 1*s.* a day and also refreshments, if required to work overtime.

Haytime and harvest.

Extra hands are generally engaged at so much a day, with food, and in the south-west by contract for the whole harvest, including bed and board. By the day, the figures varied from 3*s.* to 3*s.* 6*d.* in Ross, 4*s.* in Stirling and Dumbarton, and from 5*s.* to 6*s.* in Renfrewshire. The contract form obtained in Orkney, and in the south-west district, Wigtownshire, Kirkcudbright, and Dumfries; the rate in Orkney being from 3*l.* 15*s.* to 5*l.*, and in the south-west generally 4*l.* to 5*l.*

Women also sometimes undertake contract work, being paid in Kirkcudbright 2*l.* 10*s.* and "meat"; or if without meat, as was the case with ploughmen's wives, 3*l.* 10*s.*; but in the other two counties 3*l.* to 4*l.* with board. Irishmen received 4*l.*; lads living with their parents 1*l.* a week. Women's daily wage varied from 2*s.* 6*d.* to 3*s.* 6*d.*, with board, over nearly the whole district, though 4*s.* prevailed near Renfrew.

Piece-work.

57. There was but little evidence given anywhere as to wages for piece-work, chiefly because it could not be engaged in on farms by those of the regular staff who were paid an annual wage. But women workers, usually on daily wage, were sometimes engaged either in singling or shawing (topping and tailing) turnips at so much per acre, and the figures ranged from 6*s.* to 8*s.*, a higher wage being given in some districts for the pulling and shawing than for the singling. Irishmen were also thus engaged where women were not readily available. The more usual method in the southern counties was to pay for shawing by the hundred yards of drill, at the rate of 1*d.* or $1\frac{1}{4}d.$ for yellow turnips, and $1\frac{1}{2}d.$ for swedes.

With others than the regular staff the more usual piece-work engaged in, and almost the only one in some places, was that of drainage. But, unfortunately, the mode of measurement varied much with the different counties, and complications arose from the same terms being used to describe different lengths or areas. Also the price would necessarily vary with the character of the soil.

The figures given, however, for an ordinary 3-foot drain, cutting and filling, was 3*s.* 3*d.* a chain in Caithness, and 3*s.* 6*d.* a chain further south, Lanark. Then near Falkirk, 5*s.* would be the price for a drain in hard soil of a rood of 36 yards, and in Dumfriesshire, for ordinary soil, 9*d.* per rood of 18 feet.

COTTAGE ACCOMMODATION.

Cottages attached to farms.

58. Over the whole of the districts, as in most of Scotland, the dwelling-places of agricultural labourers are to be found dispersed over the various farms, and not concentrated in villages, and this may, nevertheless, be fairly called the farm village system, from the fact that with many of the large holdings a considerable number of cottages (15 or more) may be concentrated close to the steading or within easy reach of it.

In such cottages or in the farm-house itself dwell, as previously stated, almost the whole of the staff in regular employment, and thus in the leases of the farms the cottages pass, as a matter of course, with the grant of the land. They are assigned by the farmer to the various employés in part satisfaction of their wages, and to be held concurrently with the period of service.

Supply.

59. In regard to the amount of cottage accommodation over the whole of the districts, there was a rather larger area where the supply was insufficient than where it was sufficient. The counties where insufficiency was rather more particularly specified were in my second district, Ayr, Renfrew, and Argyle, also in third district, Stirling and Dunbarton, but rather more in the former county. Insufficiency was also recorded in parts of Lanarkshire, the reason given in this instance being that formerly when small farms almost exclusively prevailed few cottages were required, the limited number of hands employed beyond the family being usually boarded on the premises. In Ross there was a supply sufficient in a sense, but from the rather large proportion of indifferent ones there was practically a deficiency, the building of new cottages undoubtedly to be observed here and there hardly keeping pace with the deterioration or dissolution of the older dwellings.

At the same time in most of these counties it was very generally said that the landowners were increasing the supply though with differences in the rate of progress.

Situation.

60. The position of the cottages relatively to the duties the inhabitants had to perform was in the large majority of cases convenient and satisfactory. In the northern counties indeed the complaint in a few cases was that they were rather too

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convenient, in that they looked immediately upon the accumulated contents of the farmyard. When on the other hand they were rather distant, the explanation sometimes offered was that the cottages in question had once formed part of another farm, absorbed into that where the occupier performed his daily work. I saw some of these and certainly the inconvenience in winter must be considerable when the occupiers belong to the class of farm servants whose duties take them frequently to the steading. It is to be hoped that the arrangement permitted by some farmers, by which breakfast is allowed to be taken before work, and an hour's grace granted therefor, may soon come to be of general application.

Construction, &c.

61. For specific information on the question of the *Construction* and condition of the cottages in the various districts reference may be made to the separate reports, while for the purposes of this summary a general statement may sufficiently indicate the ordinary character of the dwellings now to be found on the rather extensive area visited.

In regard to the construction, the materials were very generally stone and lime, with slated roofs. Thatch upon old houses was to be met with and occasionally clay-built walls, but not necessarily dilapidated, and in some districts brick was used for the whole building. The latter, though neat, did not appear to me so sound and firm as either the old or new stone ones, though being usually of modern construction they showed less frequently signs of damp.

The floors varied in character with the different districts, some having flags, some cement, and some boards; brick floors did not seem at all common.

The site of the buildings, though in many cases suitable, was too often very unsatisfactory from the place being naturally damp, or from the cottages being lodged in the cutting of a bank, without intervening protection by stones, drain or otherwise.

Condition, good in some districts,

62. The *Condition* of the cottages, as may be expected, varied very much. In almost every district I heard of and saw excellent accommodation provided by certain landowners, and in the same quarters, or at no great distance, very inferior buildings indeed. Sometimes the one class or the other would be general over certain estates, but in other parts very good and very indifferent habitations would co-exist on the same property.

The efforts in the latter case were manifest to advance to a better state of things, but, as I understood, the limited means of the landlords in recent times rather than want of will explained, at least occasionally, the slow march of improvement.

In Orkney the cottages were few, bothies being more frequent, and although those I saw were somewhat rude in construction, I did not observe any in such a condition as to be pronounced seriously defective or uninhabitable.

inferior in others. Good cottages usually of modern construction.

In Ross and Cromarty the quality varied from very superior to very bad. There were, however, numerous grades of excellence or sufficiency of condition between the two extremes, and the appearance of those which were either fair or very superior generally indicated a structure erected in recent times.

In my second district the inferior class of cottage was again too frequent, though there also the names of several landlords were mentioned as having done much in the direction of improvement, and I saw myself many specimens of cottages where in extent of accommodation, selection of site and cheerfulness, all had been done that could be reasonably expected.

In South Argyle I noticed good and even highly ornamental cottages, but in certain places it was otherwise, and a cause of the continued use of ruinous buildings was somewhat special. Occasionally after buildings had been condemned by the landlords or given up as dwellings no longer required, the farmers requested that the buildings might remain at their own charges, the times for arable farms being then very good. Having placed tenants therein, and the times having changed, it was not to their interest to expend funds on the cottages, and the landlord obviously could not wish to do so himself, and might not, in order to pull down, have the right to evict the farmer's tenant. Thus the inmates suffered from very dilapidated residences and without much hope of redress. Having called the attention of the factor of a large property to a case of this kind, he promptly made inquiries, and though under no legal obligation to do so, subsequently undertook to supply the inmates with an entirely new cottage elsewhere. Report on Ayr, Renfrew, Bute, and Argyle, par. 42.

In the remaining districts, while inferior dwellings were to be found too often, the general character was on the whole less unsatisfactory, and there was at least the usual proportion of modern and superior habitations, the terms used at some of the meetings being "great increase," "great improvement," and so on.

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Common cause of inferior condition.

63. Although many of the buildings visited were sound in stone and lime walls, and in beams and roofs, their condition was frequently unsatisfactory from damp, and the degree of moisture would sometimes be very considerable. This arose occasionally from a radically bad site, elsewhere from want of drainage on an otherwise reasonably good site, but the most frequent cause was that indicated in a preceding paragraph (61), the permitting soil higher than the floor of the dwelling to press against one of the main walls. The following extracts from the separate reports state concisely the opinion I venture to present. "Although I did notice some (cottages) to which the expression "'very bad' was perfectly applicable, the more general condition was this: Fairly "good construction substantially, but with damp affecting the walls and sometimes "the floors, the damp being caused almost invariably and with persistent regularity "by an earth bank against the back wall. This state of things could often have been "remedied without much expense, and only required the co-operation of the parties "concerned." Report on Stirling and Dumbarton, par. 69. Again, "In closing "these observations upon cottages, I may state that while inferiority of condition, "limited accommodation, and paucity of outbuildings were often to be met with, "the one prevailing offence affecting the health, the happiness, and thus the con-"tentment of the agricultural labourer, was *damp*, arising generally from the cause "herein-before assigned." Report on Lanark and Linlithgow, par. 44.

Accommodation.

64. The number of rooms in the cottages was very usually two, frequently spoken of as "room and kitchen." But in the north the more correct description in many cases would be "room and *closet*," the latter term being applied there, and over the country generally, to a small room leading off the living room and without a fireplace. In some of the older and inferior dwellings, both in the north and south, cottages were seen where there was actually only one large room, the size of the cottage itself, but by two box beds being placed together with a little additional woodwork or curtains a division was effected. The other side, thus having no fire-place, was seldom used as a sleeping place but rather for coal or lumber, though in former days I believe they were used for sleeping. The number of such ill-arranged cottages, however, is not now very great; and I would rather say that there are now, on the whole, more cottages with a room in *addition* to the ordinary two than dwellings with less than two rooms.

Character of modern cottages.

65. It may be taken that where new dwellings are erected it is almost the invariable custom to provide them with reasonable accommodation, and to supply a pantry or scullery or both. "Reasonable" accommodation would, with present customs, be held to be supplied by three rooms or two rooms with a boarded loft. The practice of having one or more beds in the kitchen or living-room is inveterate, and to insist on a departure from it is much resented by the inhabitants. I saw a number of cottages of modern erection where the proprietor to combat this practice had reduced the kitchen to such limits as to render it impossible for beds to be placed there, and he had arranged two small rooms or bed-closets, without fire-places, leading off from the kitchen. The men complained much of this arrangement, on the ground of cold and general inconvenience.

Size of rooms.

66. In the matter of *extent* the kitchen or living room was very generally the larger one, and the size would be commonly 15 ft. × 12 ft., and the second room, if really a room with a fire-place, 15 ft. × 10 or 12 ft. Where the second or third apartment was a bed-closet the size would vary, but from 9 to 12 feet in length by 8 broad was often met with. The height from floor to ceiling varied also. It was often too low, about 7½ to 8 feet, but I found more of a reasonable height than I should have expected.

Details of plans of modern cottages are given in Report on Wigtownshire, Kirkcudbright, and Dumfries, par. 41.

Sometimes the arrangement was that alluded to, of two rooms on the ground floor and a boarded loft upstairs; this, however, was not very common; when it did exist, the second room was about 12 feet by 10 or 12, the loft, though low, being usually wide.

Outhouses, &c.

67. The older dwellings are very wanting in the simplest requirements in the way of pantries, cupboards, &c. within doors, and entirely without external conveniences. The later built, though still old cottages, have occasionally one or other, the more usual arrangement being *one* place within for scullery, pantry, &c. combined, and a coal place without. Ash-pits were getting more common and privies also, but the latter were usually entirely absent.

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New dwellings generally provided all that was reasonably required in the matter of outhouses, but the frequent misuse of privies had discouraged proprietors in some cases from building them. In one case where a proprietor had built a pair of cottages of remarkable excellence with various conveniences within and without there was no necessary at all. The reason given was that above mentioned, but the occupiers complained much, and said that any misconduct of predecessors would not be repeated by them.*

I think that to abstain altogether from supplying the convenience in question is an error of judgment, and though I am aware that it is one thing to suggest a remedy and another to see it effectually carried out, it may be that by constant *opportunities* of using such closets, the habit of keeping them in order will grow and finally be acquired.

Misuse of outhouses.

68. It is quite true also that they are sometimes perverted to other uses altogether, and my own experience in other districts has been that in some cases they were turned into potato-houses or grocers' shops; or so utterly destroyed that the entire visible remains of a brick and slated building might have been carried away in a coat pocket.

It appears, however, that county councils are insisting, and effectually, on the establishment of such places, but I am not aware how they will proceed in cases where they are filthily kept or destroyed, especially by departing servants. Report on Wigtown, Kirkcudbright, and Dumfries, par. 40.

I inquired of the County Medical Officer of Dumfries what was the course of proceeding when the proprietor had supplied to a building necessary appliances, and the farmer had discharged such duties as were incumbent upon him, and yet the cottager or other occupier produced a disordered state of things calling for interference. The enactments of the law requiring the defect to be put right, and the landlord or tenant probably being the first to be assailed, it occurred to me that the cost of the damage would virtually be placed upon one or other of them times without number, seeing that the successive cottagers might not have the means to correct the mischief, or possibly would have left for unknown destinations.

I gather from Dr. Ross' replies that the authorities, after being satisfied that the cottage had been supplied with all reasonable requirements, would, in the event of a defect, act with caution towards those originally bound to supply them. Still it would seem that a practical mode dealing with the parties chiefly concerned is as yet scarcely provided for by existing law. Appendix C.

With regard to the alleged general indifference to being supplied with such necessaries at all, it is right to say that, although this undoubtedly existed at one time, a change towards more civilised ways has now set in, and the female inhabitants of cottages, especially those by the roadside, frequently called my attention to the matter.

Ventilation.

69. Arrangements of a specific character for ventilation were very rarely seen, but a simple form of obtaining it, the opening of the upper sash of the window, was practicable, particularly in the midland and southern counties, from the windows being so constructed, a fact not always known to the occupiers. Whether from the outer door being very generally open, or some other cause, I rarely encountered in the cottages a disagreeable or offensive atmosphere.

Drainage.

70. In regard to drainage, it was very seldom that I could ascertain if the dwellings were protected by a subsoil ordinary field-drain round the house, but I imagine this was rare; and for the removal of refuse sewage, the ordinary sewer drain was not very general. The ash-heap over the hedge, or a proper ashpit usually received all the slops; this may not be the best arrangement, but in a country place possibly on the whole not more unsatisfactory than the ordinary sewer with its frequent odours and ever recurring stoppages. Report on Lanark and Linlithgow, par. 43.

Water supply.

71. The supply of water was not always what could be desired. It was seldom that I heard a complaint regarding its quality, but occasionally this was alleged as a grievance. I did not generally find in *those* cases that a supply of good water was available within a reasonable radius, but that by reason of distance or exceptional cost of the undertaking a supply had not been brought forward. In the Moss of Cree near Wigtown, the level carse between the sea and the moss was sadly destitute of drinking water, and farms and cottages suffered alike. In parts of Dumfriesshire also, a supply for general purposes was said in some places to be wanting from local difficulties. Report on Wigtown, &c., par. 42.

* Report on Wigtown, Kirkcudbright, and Dumfries, par. 58.

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The more usual complaint was as to the distance from the cottages, and I am bound to say there was often good reason for this, for although I am far from asserting that it was generally so, the instances where the inhabitants had to travel, and necessarily in all weathers, to obtain this essential requisite occurred too frequently.

In some cases proprietors, in their eagerness to do their duty, had not only brought the supply to the door, but laid it on to the kitchen. I have in a separate Report expressed my doubt as to this last refinement, on the ground that the temporary convenience may be more than balanced by those apparently inevitable difficulties to which even large houses are subjected. Report on Ayr, Renfrew, and South Argyle, par. 43.

Rent and rates.

72. The farm labourers usually pay no Rent as such, but the annual value of the cottages usually assigned was 4*l*. Inferior dwellings were thought well enough valued at 3*l*., or even lower, but the higher figure would be placed upon such inferior buildings when they were situated near towns or other places where for some reason the rent attained to that amount. I saw, however, plenty of cottages where, judging from the apparent expenditure, the rent if claimed ought not to have been less than 6*l*. or 8*l*., or even more. The cost of the cottages of ordinary character but good, referred to *ante*, par. 66, was for the *single* building 180*l*., and for the *pair* by the same proprietor 320*l*., and for the pair at Stranraer 220*l*.

It will be seen that whatever may be the expenditure upon cottages of a farm by the proprietor, any increase of rent therefrom is out of the question, there being no rent payable at all. Indirectly owners might benefit by the better rent for the total farm, seeing that the tenant would thus be relieved to some extent from repairs, but such increase is seldom regarded as an appreciable sum.* Even if rent be paid at all by labourers, as in the villages, the dislike to pay more than almost a nominal sum is very strong. Dr. Y. C. M'Vail, Medical Officer for the county of Stirling, says: "People in Torrance have lately had the opportunity of getting better house accommo- "dation. In the centre of the village a large three-storeyed tenement has been "erected, in general accordance with modern sanitary principles. The walls are dry, "and there is ventilation under the floors. The back area is excavated and paved. "The drains are ventilated, and the houses are in every way better than the average "damp, thatched, low-roofed dwellings occupied by the inhabitants generally. The "rents are very moderate, 6*l*. for two apartments, 9*l*. for three. But on the occasion "of my first visit this large tenement had been standing nearly empty for a con- "siderable time, and great difficulty had been found in letting it. The people object "to the rent, having been accustomed to pay only about 4*l*. It is unfortunate that "they cannot take advantage of good houses when they are to be had. The difference "in health would far more than atone for the difference in rent."

Rates on farm cottages are not paid by the farm servants.†

Unmarried men's quarters.

73. The accommodation for unmarried men is, as previously indicated, usually in the farm-house, or more correctly on the premises immediately adjoining the farmer's own dwelling, and being intended for rest at night only is usually termed a "sleeping place." Such places are frequently above or alongside a stable, or above the outbuildings of the dwelling-house, and vary very much in character. I saw some that were deplorably uncomfortable from being in too close contact with the stables; or from the confined space overhead and proximity to the slates, though these were usually boarded off. The furniture was generally very scanty.

Others were fairly convenient and roomy, with good floors, and well enough placed. The harness-room was sometimes adapted for the purpose, and in such a room and in others I occasionally found a good fire ready for the men on arrival. The following description, by the Medical Officer of Dumfriesshire, indicates rather a worse state of things than I saw myself, but as it is information obtained by one with more abundant means of observation than could fall to an Assistant Commissioner, it is embodied in the Report.

"The accommodation for unmarried farm labourers is, I think, very much worse than that for married. The women are not so badly off as they generally live in the farm-house, but the men are put up in lofts over stables, occasionally even over swine. Their rooms never contain anything beyond their bed, and box or trunk; at least it is

* The farm tenant benefits, no doubt, by having superior dwellings to influence the engagement and retention of superior servants, and this also may have some effect in offering for a farm. But when, in the middle of a long lease, a proprietor rebuilds at greater cost cottages of an improved character, he would have no claim for higher rent either against cottager or farm tenant.

† They are paid by the farming tenant and the landlord.

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very seldom that one finds chairs or a table. The beds are not usually uncomfortable, but there is no privacy whatever. There is never by any means provision for a fire in the room, and very often ablutions have to be performed at the farmyard pump."*

Bothies.

74. In Orkney, Sutherland, parts of Ross, and some of the midland counties, the accommodation for young men was less in the farm-house than in bothies. The places so-called were not (in the agricultural districts at least) of the character often described, namely, a sort of hut with a fire in the centre, the smoke finding its way as best it could through a hole in the roof. They were nevertheless in many cases very rude dwellings, where three or more young men lived and slept. In the northern districts the accommodation appeared to consist of only one room, having a fireplace with proper chimney, and two or three beds, the beds being occupied by one or two—more usually two—sleepers; for the men often prefer the latter arrangement.

The scantiness of furniture, and the grimy appearance of the whole lodging, gives an air of great discomfort, a state of things scarcely relieved by observing the cooking of the supper (boiling the porridge) performed by a youth with not too many appliances. Against this it should be stated that I saw several well-constructed bothies, with sleeping room apart from the living room, and kept in fair order by a woman engaged for the purpose.

Further south I saw others where the accommodation provided was for only one or two men, and very superior, a good room being attached to the farm premises, with cement floor, a show of furniture and light to see it all. Occasionally, however, I met with very inferior places, even in the south, but I was told they were intended for visitors at turnip or potato time, or in harvest.

Women's quarters.

75. I saw but few women's sleeping places. They are usually in the farmer's dwelling-house, and those I saw were satisfactory, and, according to the evidence of labouring men, this was generally the case. At a creamery they had for living room the use of a kitchen partly required for the purposes of the dairy and a comfortable sleeping room adjoining. In Caithness I visited a female bothy, and as to condition there was not much to choose between the male and female abodes. The female bothy is rare and may well be condemned, as no one being mistress, neither comfort nor order is maintained.

Gardens, Allotments, &c.

Gardens.

76. A cottage, with scarcely an exception over the whole of the districts, implied a garden immediately in front or at the side, or otherwise near it. I can scarcely remember an instance when the garden was at any distance.

It is true they were usually small, but although I heard suggestions now and then that they might be larger, I generally found that the labourers had as much as they cared to cultivate.

The sizes of the plots were described at the meetings as of various extent, the expression sometimes used being "from a tenth of an acre downwards," but hinting that very much *downwards* would be the way to look. I stepped many of them and they often came to 20 yards by 6 or 8; some 32 by 12, and this was thought large. Occasionally the garden was really of very fair proportion.

Cultivation.

77. In the northern counties the masters stated, and the men admitted, that the gardens were often not cultivated to their full extent, and indeed it happened frequently enough that they were not cultivated at all.

The tendency to make more use of the gardens appeared to grow as one approached the southern counties, and it was there only that I saw any real attempt to grow flowers.

A reason given in the north for not cultivating was that the occupiers did not always feel sure of reaping the benefit of their exertions or expenditure. They alluded partly to their own migratory habits or the chance of receiving notice that their services would be no longer required; but such reasons do not operate in the Border counties where the gardens are all and in every part fully cultivated. The arrangement there is that if a farm servant is about to leave his place (a fact of which he has, by the custom of the country, ample notice) he proceeds in March to the new cottage he is to occupy, assuming another place has been secured, and there digs his

* It is only right to state that farmers have alleged on their side that the furniture is often demolished, and that when fires are allowed, wooden partitions have sometimes been torn down for fuel. It is said that the farmers do not often visit the bothies or sleeping-places.

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garden and plants his potato seed. At Whitsunday he arrives at his new abode, and during the summer and winter has ample time to consume all he has planted, should he find himself under an obligation to move on the Whitsunday following, the ordinary time of change. When the entry is at Martinmas, as is perhaps more common in the north, there is not the same opportunity of consuming the produce, but the balance can be removed or sold on the spot. Report Caithness and Orkney, par. 54.

Allotments, not usually asked for.

78. I heard of no instance of the Allotments (Scotland) Act, 1892, having been put into force, and only in one case of any application having been made with that object.

In answer to inquiries over the whole of my districts the almost uniform reply from the labourers was that they were not inclined to do the necessary labour, having worked sufficiently upon land during the day.

Allotments of a private character are scarcely known in the counties visited, but whenever I heard of them it was generally in connexion with the statement that while at one time many had been taken, they had ceased to attract and were nearly all given up.

Occasional views thereon.

Towards the middle and south of Scotland it occasionally appeared that under certain circumstances labourers might not be unwilling to avail themselves of the opportunity of cultivating a little land. Such circumstances would arise if there were a reduction of their hours of paid labour. The *extent* of the reduction required for such a purpose was not stated, but I should say that, observing the way in which the question was generally viewed, it is not likely that any real agreement thereon would have been arrived at. Indeed, further questions put to the men showed that the allotment as limited in the Scotch Act, one acre, would perhaps satisfy some who thought that "more would be nonsense," while a larger number if they agreed to take anything at all would look for much more land, or at least three acres, enough to keep a cow. This, however, must not be taken to be a general wish; it occurred in some districts only; and as to the implied object to be gained, a better supply of milk, I found that in some parts the facility of getting milk from the farms precluded the necessity for the acquisition of a cow with all its incidental demands upon the time of the family. And it will be remembered that a daily supply of new milk, or a cow between two families, is in the northern counties part of the annual wages. See Reports of Caithness and Orkney, Ross and Sutherland, pars. 28 and 47.

Milk supply.

79. At the same time in cases where milk formed no part of the wages, and yet abounded, as on farms engaged in dairy work, there was from time to time complaint that it could not be obtained. As milk is a very essential article of food with the married man, and married men with families are considered desirable servants, it seems strange that this method of encouraging them to remain in their places should ever be neglected; and it is much to be regretted that there should be cause for so reasonable a complaint. In one or two instances, however, I was informed that the daily recipients were apt to be troublesome in regard to the supplies received, and also that sometimes from an understanding or misunderstanding between the recipients and the distributors waste, if not plunder, occurred. On that account, in one case, after several ineffectual attempts to check the proceeding, the supply was withdrawn and the parties referred to a shop in the village.

Small holdings.

80. The men, as has already appeared, easily travelled from allotments to small holdings, and it was pressed upon me at a few meetings that provision should be made for giving men after a certain time of life facilities for obtaining small farms; these in some places being said to be difficult to obtain by reason of the farmers bidding for small holdings whenever they became vacant.*

The means to stock them.

When inquiring in Ross-shire how the applicants proposed to stock their holdings, they said they would look to the Government to enable them to do so, by an advance of funds. In the more southern districts there was no demand for Government assistance at all, and I was informed more than once that they, the men, could see their way to sufficient funds to stock and start a small holding.

The extent of the holding was variously specified, from 20 to 50 acres seeming to be the more usual limits. From other sources I ascertained that it was quite possible for the necessary funds to be acquired by middle life for such holdings, but the farmer would not agree that success would attend the enterprise.

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* The Small Holdings Act, 55 & 56 Vict. c. 31., had not been passed into law when the "Notes of Inquiry" were framed, and thus was not therein referred to. The Act had not come into operation when I began this investigation, but I always received evidence when offered.

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The men, however, contended earnestly that success was possible with land at usual rents. Frequent reference to the subject will be found in the separate reports under the head of allotments or small holdings, where it is indicated that not small holdings, but very small pendicles of, say, 5 or 10 acres, cultivated by men with some other trade or occupation, would ever assure a profitable return. THE AGRICULTURAL LABOURER.

81. Although the keep of a cow is granted in some counties, in individual cases, as part of the wage of a farm servant, as in South Argyle, and very generally with shepherds, it is not in the districts as a whole a general practice. The preceding paragraphs show that while there are places where milk is supplied, there are others where it is not. In the latter case, and when milk cannot be got elsewhere, the suggestion that a cow's keep should be granted is reasonable enough. This, as part of the wage, has been estimated at 8*l.* for winter and summer. Report on Ayr, Renfrew, and Argyle, par. 34. Live stock.

Pigs and poultry are allowed in several of the counties, but in other districts, and sometimes in the same county, the privilege is not granted. The reason of the refusal to grant the privilege was not openly stated, but it was intimated more or less clearly that with children and the temptation of a stack yard, difficulties might arise, and I even heard that some men had voluntarily given up the practice of keeping animals rather than run the risk of any misunderstanding. Unless the cottager is provided with excess of meal or milk, it is said that the pig very generally dies in debt. Pigs and poultry.

Bees were conspicuously absent until the counties of the south-west district were reached, Wigtownshire especially making a brave show in hives.

Benefit Societies.

82. The agricultural labourer in the districts visited did not appear to have formed an extensive membership in benefit or friendly societies. In some parts I could not hear that they had joined any society whatever. Insurance in commercial assurance societies for payment of a sum at death, and in some cases for a payment of a fixed amount at a certain date, were fairly frequent. Also many more belonged to funeral societies, it being considered an essential matter, not to be neglected without dishonour, to leave funds enough to pay at least the funeral expenses. Benefit societies.

I heard, however, here and there of some men having joined the benefit society formed in connexion with the Ploughmen's Federal Union, while in the three south-west counties, old established friendly societies, such as the Manchester Union of Odd Fellows, appeared to have drawn agricultural labourers in fairly large numbers.

Trade Unions.

83. To the question of whether any agricultural trade union existed in any particular district, the very general answer was in the negative. The only unions of the kind that came under my notice were a local one, the Ross and Cromarty Ploughmen and Labourers' Union, and a general one, the Scottish Ploughmen's Federal Union. The places where the latter appeared to have most hold were in Caithness and Ross. It also appeared as having made a commencement in Renfrewshire and Dumbartonshire. Trade unions.

In other counties it was said that attempts to establish branches had been frequently made, but that they had all failed. In Wigtownshire, however, there was both success and failure; for at one end of the county a branch had been established, but had subsequently collapsed owing as alleged to the desire of the Federation to give to the organisation a political character. In the west, on the other hand, the branch had been successful, and delegates of the society attended the labourers' meeting held by me at Stranraer.

The two unions mentioned have for their main object the improvement of the position of the ploughmen. The local society aims at the shortening of hours, the fixing of a minimum wage for "capable men" of 20*s.* a week, the improvement of dwelling-houses, and the acquisition of small holdings. The "Scottish Ploughmen's Federal Union" states that its objects are to strengthen the power of farm servants in Scotland, to secure shorter hours and more holidays; wages in money to be paid weekly; the abolition of feeing markets, and the erection of better houses and bothies, and generally to protect the members "from all oppression and tyranny." Objects of the unions.

With regard to some of the objects mentioned, such as feeing markets, the opinion of farm servants thereon has been already declared in paragraph 29 of this Report, and so with the question of *hours* under "Conditions of Engagement"; of the remaining points, some will be referred to under the final head, that of the General Condition

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of the Agricultural Labourer. In reference to the alleged tyranny and oppression, it may be assumed that those who gave birth to the society must have groaned under some ill-usage, or become aware of others who had encountered serious hardships, for they would scarcely convey by implication that such a state existed, if there were in fact no foundation for it. I did not myself see anything or hear anything which would justify such language as applicable to the farmers as a body, or even as a condition of affairs of frequent occurrence.

At the same time it would be useless to disguise the fact that some employers are men of a very exacting nature, harsh in their methods, and sadly wanting in sympathy: and for industrious and willing men to be placed under their rule must produce a friction and an irritation very likely to be followed by the formation of associations for self-defence, and under rules couched in language of the kind referred to. Unfortunately such expressions are treated by society at large as if directed against a state of things of general prevalence.

Interviews with members of Scottish Ploughmen's Federal Union.

I had the opportunity of seeing a few members of the Union in Lanarkshire, for, though no actual branch existed, representatives were to be found here and there. And I am bound to say that, so far as they declared themselves before me, they did not reproach the masters in any wild or unreasonable way, or often advance any very extravagant propositions. That some of their objects were somewhat visionary, that in a few things the views were somewhat socialistic sufficiently appeared, and perhaps some of their demands were rather inconsiderate, but in other directions they seemed to me to aim chiefly at the elevation of their class, and to their being placed on what they deemed a more equal footing with regard to other toilers of the times.

One who was a strong advocate for the abolition of feeing markets seemed to me to have the welfare of his brethren very much at heart, though I could not agree with him in holding that they required all the protection possible, as they were "the "weakest and most helpless class of the community."

While speaking thus in respect of individual members, I must not omit to mention a reprehensible action of the Union as a body, and which it may be hoped is not a type of their usual proceedings, viz., that of a threat to issue handbills containing the names of farmers who should take a certain course within their strict rights, but against the wishes of the men.

Strikes and lock-outs.

No strikes or lock-outs had occurred, unless reference may be made to a case where women refused to work at potato gathering when in attendance on a "digger" machine for less than 3*s*. a day. This was in Stirlingshire, and the strike failed.

GENERAL RELATIONS BETWEEN EMPLOYERS AND EMPLOYED.

General relations usually satisfactory.

84. The position of the agricultural labourer as between himself and his employer throughout the whole of the districts was generally represented to me by both sides as satisfactory. The expressions varied, but the ultimate meaning was very much to that effect. In some cases the farmer thought that since agents of certain societies had been about the feeling had not been quite so friendly, and at times the labourers would say that on the establishment of a branch of the Federal Union the masters had manifested rather less good will, but that this had passed off and all was much as before.

It appears to me, after consideration of the evidence in the separate Reports, that the above statement as to the generally satisfactory understanding between the parties is a correct representation of the existing state of things.

GENERAL CONDITION OF THE AGRICULTURAL LABOURER.

General position, and how viewed by employers and employed.

85. The preceding narrative will have contributed in a large measure to supply information as to what is at the present time the general condition of the agricultural labourer in certain counties in Scotland.

It must have been observed that over the greater part of my territory he stands in the matter of *wages* at least fairly well, and it is not surprising that in these days of depression the masters should consider that his position is very good and in several ways superior to that of other working men. They point to the regularity of the farm servant's employment, the steady wage, and, unlike other labourers, his receipt of pay during, it may be, many weeks of illness. The labourers did not themselves contest, in view of all circumstances, that their wages were otherwise than reasonable, except in Caithness, where undoubtedly the figure is low even after allowing for the fact that some of the necessaries of life are also to be obtained at less cost than elsewhere.

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In regard to other matters it is equally certain that the position of the labourer is much in advance of that held by him in former years, the testimony to that effect not being confined to the masters but supplied from neutral parties and to some extent from the men themselves. The points in which he may be said to be better situated than formerly, over and above Wages, relate to the gradual shortening of hours, the extended adoption of machinery as saving bodily labour, to improved cottage accommodation, and to the great reduction in the cost of the necessaries of life. Nevertheless he is at liberty to say, and he does say, that these things being granted (though only in part admitted), his position is still far from what it ought to be, having in view the general advance of all classes and the relative condition of other working men.

Inquiry into grievances.

86. In making the inquiries in the different districts I did not consider it part of my duty to assume that grievances existed. I was therefore careful to abstain from suggesting as grievances matters which might not have been so referred to and possibly had never been so regarded. At the meetings I stated that the Inquiry was held as part of a general investigation into the condition and circumstances of the British labourer, and that there was no suggestion that either master or men had been acting in a way calling for special intervention. I added, however, that if after having been favoured with their views on all the points contained in the Notes of Inquiry there were others to which they would desire to call my attention I was ready to hear them. It was then that matters in the nature of grievances were brought forward, and occasionally the complaint was keen enough. Nevertheless, the men sometimes guarded themselves from suggesting Parliamentary interference. Among the subjects mentioned were, the providing of female workers, hours of labour, holidays, payment in kind, and cottage accommodation, but with none except the first did I find at any meeting general agreement, and the first was presented as a grievance in certain counties only.

Hours of labour.

87. From the preceding statement under the head of "hours of labour" it will have been seen that the ordinary period for horsemen and other field workers is 10 hours in summer, and that cattlemen, farm kitchen servants, and the dairy staff, have a more extended period.* But some of the former in addition to field labour have the duties incidental to the care and management of their horses, which duties extend from one and a half hours to two hours more, to which must be added the time of coming home from work, occasional visits to the smithy after hours, and other odd jobs.

Of these hours the men make a complaint and especially of that part of the incidental duties which requires the attendance of the men at stables at 8 p.m. on winter nights. The grievance is not so much as to the amount of labour as of the extent of engaged time.

They also refer to the turning out at that season at 5 a.m. whether to do threshing, now very unusual, or to "hang about the stables" till daylight; considering that to be with their horses early enough to start at the proper time for the fields ought to be sufficient.

I am disposed to think that there is something in their allegation. The 8 o'clock p.m. demand is gradually disappearing, and as masters have often declared that it is a duty not necessary to be inflicted on the whole staff of workmen, it would seem desirable that it should cease.

With regard to the total hours of labour, as the necessary attention to the horses cannot be reduced, the men suggest a diminution of work in the fields. They were not, however, agreed whether the reduction should be in the morning or in the evening; but the time to be taken off was an hour, at least with the more reasonable men, for some spoke of two hours.

Others again seemed to prefer more holidays and the hours to be left alone; while some thought that no change should be asked for in view of the short working time in winter.

Holidays.

88. The allowance of *regular* holidays extends to about three or four days, but it is not easy to say what the number is exactly, or when they fall, seeing that some masters have maintained that there are no "regular" holidays at all. New Year's Day is a very general day for enjoyment with all classes, and I had always thought it a day which could be claimed as of right. It appears, however, that though almost universally conceded, it is not a day given as a matter of course. The other free days are "fast" days, where they still exist, and local cattle shows.

* Those coming home "in their own time" from the fields twice a day claim to add this to the occupied span, the time to be allowed depending on the size of the farm, whether the work is near the cottage, &c.

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In addition to these, it was conceded by the men in all parts that the masters generally gave a whole holiday whenever asked for at reasonable times. These being the facts, it happened nevertheless that in some places a suggestion was made that more regular holidays should be established, but sometimes the men themselves who advanced the proposition stated that they did not desire legislation thereon. Many more opposed the idea altogether, saying that they set a high value on the present practice of the masters to grant a holiday as and when they required it, and did not wish this to be imperilled by an enactment that certain days should be fixed as holidays. Saturday half-holidays were regarded in the same light by many, though strongly pressed for by the young. Still a number of older men felt that the distinction between labourers and artizans should be modified, and I believe that even a grant of two hours on a Saturday in summer would be much appreciated. The farmers were very generally against the concession, partly because they might thus lose fine afternoons at important seasons, and partly because of probable injury to the horses.

Women workers.

89. Reference has been made to the obligation to provide field workers, both in this and the separate Reports. It was much pressed upon me as a grievance in Caithness, where it was said by the men, though not admitted by the masters as of common occurrence, that strangers would be insisted on if the ploughman should fail to provide a worker from his own family.

The discomfort of such an arrangement can be understood, and the obligation to retain at home a daughter who might be more profitably employed elsewhere, is of course also likely to be objected to. But, as in the south, the bondager system, which is the same arrangement under another name, has been practically abolished by the action of the men themselves, it may be that in this case also the adoption of the same means will sooner or later lead to the like result.

As regards the general condition of the women engaged in agricultural labour, it must be admitted that with those engaged in kitchen and dairy work the hours are long, and although their pay has been much increased, it is said, and by some masters not denied that, in comparison with the wages paid to the men, their services are inadequately requited. This, however, would rather apply to those engaged in general work, both byre and field work, with some kitchen duties, for the dairymaid in regular dairy farms has her long hours fairly well rewarded.

Payment in kind.

90. The payment of a large proportion of the wages by supplies of food, such as meal, milk, potatoes, &c., is objected to in some places, but certainly not by all in those places. Even in the northern counties, where the proportion is greatest, I found that many were desirous to retain it. At the labourers' meetings the spokesman was usually allowed to speak against that form of payment, if so minded, but sometimes the others intervened to show that it would not suit them. On the whole perhaps at public meetings the majority would be for all money payments, but at interviews with smaller numbers the opinion was very often divided, and occasionally largely in favour of leaving matters as they are.

In the southern counties there is very little of that form of payment, but I found, nevertheless, that in some parts near towns the labourers occasionally wished the small balance of their wages in kind to be converted into money. Others, however, but not in such numbers as in pure country places, expressed themselves as content with the present system.

To some extent inevitable

It is obvious that payment in kind to some extent is inevitable in the purely rural districts, and the result of a compulsory change in the mode of payment would lead to inconvenience, as for instance in the matter of milk. On being reminded that the masters would thus be entitled to charge retail prices, or even refuse to sell at all, thus driving the wife to tramp to another farm or to a village for a daily supply, the men would sometimes but not always withdraw their request for a change.

At one meeting on the difficulty being again pointed out to them, there was some silence until one man suggested that the masters should be compelled to supply milk and at farm prices. We have here, therefore, practically payment in kind, and when it covers house, garden, fuel, and milk, it becomes an appreciable sum. The obtaining of fuel at a cheap rate from the employers (they purchasing it wholesale, and often carting it from the pit), or the free supply of it, is of course an item not to be overlooked.

Cottage accommodation.

91. The subject of dwellings for farm servants has been already dealt with, and I have ventured to present under that head such suggestions as occurred to me.

Frequent payment of wages.

92. When the engagement with a servant is at a wage of so much a year or half year, the times for payment are in strictness at the half year, but it is an almost

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invariable practice for the employer to advance certain sums on account, the periods varying with different counties or with different farmers. This practice obtains rather more with the married men than with the unmarried. The former, however, in some of the northern counties, and the latter generally and more frequently, complained that the advances were made, if at all, only on request or at long intervals, the married men alleging as a grievance that thus they paid credit prices for their goods. This complaint was confined to a narrow area, and the farmers stated that they were not in the habit of retaining a large portion of the wage, though of course something in hand, they were as a matter of common prudence bound to keep. It is probable that some few of the more exacting employers in that district hold to their strict rights, and thus keep funds rather long in hand.

I believe payment is gradually coming to be made at more frequent intervals, and in the large majority of my districts monthly payments in full, or fornightly payments in part to married men were very usual. As to the young men, it is obviously to their interest to have a round sum periodically out of which they can lay by something keeping enough only for clothes and pocket-money. But even they in many counties are paid by instalments beyond their immediate necessities, and are thus enabled at will to "spend their substance in riotous living."

On one occasion indeed it was made a *complaint* by a very respectable ploughman that the farmer paid the young men any instalments at all. And such is the strange perversity of some minds, and the incapacity apparently on the part of some employed to attribute a good motive to an employer, that the ploughman in question explained the action of the farmers as arising from the desire to be spared the anguish of parting with large sums of money at a time.

General condition as viewed by others. Thrift, &c.

93. Reverting to the general condition of the agricultural labourer as a whole, and after due consideration given to the views of employers and employed, I am still of opinion that in means and comfort his position has greatly improved. I am clear that the regularity of his employment, the certainty of wages and of house accommodation for many months, his close contact with his daily work, the full wage during sickness, all combine to place him in a good position, even when compared with that of working men with higher wages. Having, however, inquired on many occasions how the labourer now stands with his increased means and resources, in other words, how far he has made use of these in the way of thrift, the replies were not so satisfactory. A study of the paragraphs in the separate Reports under the head of General Condition will show that a rather large proportion of the funds is expended largely on a higher style of living and that too often no increase of accumulated resources is to be found. Some go further and say that less is saved now than when wages were lower and the necessaries of life higher; and particularly that young men with good wages and excellent opportunities of saving are much less given to thrift than formerly.

Domestic economy is not now practised with such closeness as formerly, owing, it is said, in part to the wives ceasing to use oatmeal and other simple fare, and to their buying from the passing cart inferior goods, some of which they could very well prepare at home; thus impoverishing both health and purse. Also there were some allusions to indebtedness as being rather more common than in former days, when such a position would have been regarded as one of discredit and a cause of dismay.

On the other hand there are not wanting both married and unmarried men here and there who have done and are still doing wonderful things in the way of thrift, and these are generally the men who ask least often for their wages and present the best appearance.

Position on the Poor Roll.

Notwithstanding that there is a slight falling away from the honourable feeling characteristic of the Scotch labourer against the acceptance of parochial relief, the inquiries made from numerous Inspectors of Poor go to show that the agricultural labourer is not often, and the farm servant proper very rarely, a recipient, either for himself or his family, of parochial funds.

Style of living.

As regards the married labourer's style of living his cottage is better furnished, his clothing is finer (and less durable); in food he has greater variety, and butcher's meat is now very generally consumed. He travels more, and is less unknown at places of amusement.

He is thus more in touch with modern civilization, and offers a marked contrast to the more simple and ruder life of former times, and if he and his family do somewhat extend their expenditure beyond reasonable requirements, it must be allowed that the

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THE AGRICULTURAL LABOURER.

expenditure tends in part to produce a sense of refinement, and thus to raise eventually the general tone of family life.*

Concluding remarks.

94. In offering some remarks in conclusion I ought not to forget how much the business of farming, in its field operations, is affected by weather from day to day, or to note that suggestions of a character to interfere with the management of labour, ought to be cautiously made. This being conceded, I am of opinion that with some modification of the labourer's obligation to furnish a female worker where this is strictly enforced, a less early call to stables in the winter mornings, a slight variation of holiday arrangements (if this can be effected without imperilling the admitted liberality of the employer), and further improvement in cottage accommodation, much will have been done to satisfy all reasonable demands.

How such objects are to be attained is a further and a different question, but having regard to the general progress made under existing laws and to the fact that the labourer has been able to maintain a high level of remuneration when his employer has been greatly depressed, I am not prepared to say that the freedom now existing should be disturbed by legislative action.

I have at the end of the Reports for the several districts stated my obligations to those persons who have assisted me in my inquiries. But as this summary is in the nature of a preliminary statement, and the separate Reports may not come under the notice of the general reader, I desire to state that from first to last I received the most courteous attention from all parties. Officials of all the counties investigated were diligent and attentive. Proprietors and tenant farmers gave me every assistance, the latter showing remarkable good feeling though the investigation cannot have been always an agreeable matter to them. I would also offer my thanks to the agricultural labourers for their general demeanour at all meetings and interviews, and to many others who in various ways assisted me in this Inquiry.

I have, &c.

(Signed) HENRY RUTHERFURD,
(Assistant Commissioner).

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* Comparison may be made with results of expenditure under high wages, in the case of miners. Report on Ayr and Renfrew, para. 57. Mr. Little's Memorandum on Report of Royal Commission of 1867 (Scotland), paras. 15 and 17.

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APPENDIX A (1).

RURAL POPULATION (Census 1891).

—	1891. Males.	1891. Females.	1891. Total.	1881. Males.	1881. Females.	1881. Total.
Orkney - -	11,657	12,768	24,425	12,336	13,644	25,980
Caithness - -	10,599	11,638	22,237	11,601	12,708	24,309
Sutherland -	8,273	8,991	17,264	9,071	9,625	18,696
Ross and Cromarty	22,448	24,168	46,616	23,686	25,830	49,516
Ayr - -	25,146	25,653	50,799	26,894	27,542	54,436
Renfrew - -	8,262	8,819	17,081	8,639	9,575	18,214
Bute - -	3,031	3,190	6,221	3,194	3,172	6,366
Argyll - -	21,685	21,104	42,789	23,414	22,793	46,207
Stirling - -	13,781	14,315	29,046	13,582	13,376	26,958
Dumbarton -	6,290	5,751	12,041	7,262	7,160	14,422
Lanark - -	27,105	26,027	53,132	29,357	28,660	58,017
Linlithgow -	7,267	6,551	13,818	5,995	5,863	11,858
Wigtown - -	9,725	10,382	20,107	10,264	11,033	21,297
Kirkcudbright -	10,885	11,740	22,625	11,576	12,888	24,464
Dumfries - -	18,987	20,437	39,424	19,956	21,638	41,594

APPENDIX A (2).

The following Counties show a diminution of the whole population:—

—	1891.	1881.
Orkney - -	30,453	32,044
Caithness - -	37,177	38,865
Sutherland - -	21,896	23,370
Ross and Cromarty -	77,810	78,547
Argyll - -	75,003	76,468
Wigtown - -	36,062	38,611
Kirkcudbright -	39,985	42,127
Dumfries - -	74,221	76,140

The following Counties show an increase in the general population:—

—	1891.	1881.
Ayr - - -	226,283	217,519
Renfrew - -	290,798	263,374
Bute - - -	18,404	17,657
Stirling - -	125,608	112,443
Dumbarton - -	94,495	75,333
Lanark - -	1,046,040	904,412
Linlithgow - -	52,808	43,510

It is to be noticed that in the Counties where the population has diminished, few manufacturing or mineral industries exist, and that in the others, except Bute, they more or less abound.

APPENDIX B.

WAGES and EARNINGS.

SPECIMEN TABLES of ANNUAL PAYMENTS in KIND.

CAITHNESS.

	£	s.	d.
Meal, 8 bolls of 140 lbs. each, at 15*s.* a boll -	6	0	0
Milk, Scotch pint = 4 English pints - -	6	0	0
Potatoes, 60 chain - - - - -	2	0	0
Firing, 3½ tons coal delivered - -	3	10	0
House and garden, value - - -	3	10	0
Total - -	21	0	0

ROSS.

	£	s.	d.
Meal, 6 bolls at 18*s.* each - - -	5	8	0
Potatoes, 1,000 yards - - -	3	10	0
Coals, 2½ tons - - - -	3	5	0
Two loads of sticks - - -	0	10	0
Milk, 3 Imp. pints, summer / „ 2 „ winter - -	3	0	0
House, value - - - -	6	0	0
Total - -	21	5	0

SOUTH ARGYLL.

	£	s.	d.
Cow's grass and winter keep - -	8	0	0
10 bolls of meal - - - - -	8	5	0
Coals driven - - - - -	1	0	0
Ton of potatoes - - - - -	3	0	0
House and garden - - - - -	5	0	0
Total - -	25	5	0

AYRSHIRE.

	£	s.	d.
Free house and garden, say - -	4	0	0
Meal and flour, 10 bolls at 15*s.* - -	7	10	0
Total - -	11	10	0

STIRLING.

	£	s.	d.
6 bolls oatmeal, at 17*s.* 6*d.* - - -	5	13	9
Half gallon of skim milk, 1¾*d.* - -	2	13	0
Potatoes - - - - - -	1	10	0
Coal driving, say - - - -	0	17	6
Harvest money - - - -	1	0	0
Total - -	18	4	0

WIGTOWN.

	£	s.	d.
House and garden - - - - -	4	0	0
Meal, 6 bolls of 280 lbs. - - -	9	0	0
Coals, 5 tons and carted - - -	4	5	0
Potatoes, 4 bushels planted, equal to 8 cwt.	4	0	0
Total - -	21	5	0

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THE AGRICULTURAL LABOURER.

APPENDIX C.

EXTRACT from LETTER of DR. J. MAXWELL ROSS, Medical Officer of the County of Dumfries, on LIABILITY for SANITARY DEFECTS.

In regard to the question raised by you in your letter, I have to say that we always proceed against the author of a nuisance in seeking to get it removed. Thus, when we consider that the absence of privy accommodation renders a house a nuisance (see section 16 (*a*) Public Health, Scotland, Act, 1867) we consider that the owner or proprietor of the house is liable, and this view has been upheld in our sheriff courts; that is to say, the proprietors have been compelled to provide such structures by order of the court. When those are erected section 16 (*b*) of the same Act enables us to declare them to be a nuisance if they are not kept clean, and in this case we hold the occupiers of the houses liable. To the best of my recollection we have not yet had to bring a case under this section before the court. We have served notices on the occupiers which have hitherto been obeyed. If anyone refused we should bring him before the court, and I think we should get an order against him. These cases seem to me clear enough, but I am bound to admit that there are other forms of nuisance in which we should have difficulty in deciding who might be the author of the nuisance, but we have always endeavoured to make out whether a nuisance is due to a structural defect, for which a proprietor can be held to be responsible before proceeding against him.

The instance you give of an owner being required to clean out a drain is a case in point. If, however, a drain is properly constructed and provided with means for flushing, there is not likely to be a stoppage except by the wilful carelessness of the individuals using it, and if such individuals can be discovered I think they ought to be proceeded against, and in future legislation power given to local authorities to prosecute such persons. Under certain circumstances I believe that they may at present be prosecuted, but I have not had myself to inquire into the possibility of that. In such cases you will see that so far as farm labourers' cottages are concerned the farmer does not come in. We always deal straight with proprietor and occupier.

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ROYAL COMMISSION ON LABOUR.

THE AGRICULTURAL LABOURER.

SCOTLAND.

REPORT

BY

MR. H. RUTHERFURD
(ASSISTANT COMMISSIONER),

UPON THE

COUNTIES OF CAITHNESS, ORKNEY, SUTHERLAND, AND ROSS.

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THE AGRICULTURAL LABOURER

To GEOFFREY DRAGE, Esq., Secretary,
Royal Commission on Labour.

2, Harcourt Buildings, Temple,
October, 1892.

SIR,

THE AGRICULTURAL LABOURER.

1. I HAVE now the honour to present my Report giving the result of inquiries as to the position of the agricultural labourer in the counties of Caithness and Orkney and in the eastern or agricultural parts of Sutherlandshire and Ross-shire, including herein the peninsula of Cromarty, or the Black Isle.

District visited.

I arrived in Edinburgh on the 11th August, and next morning called on my colleague, Mr. Gillespie, starting for Caithness that afternoon, and arriving at Thurso next day.

Procedure.

2. My course of proceeding was as follows:—Having received from the Board of Supervision in Edinburgh the names of several officials in the various counties, I placed myself in communication with these from time to time, and also with other parties who, on my arrival, were suggested as well qualified to assist me in my inquiries. From such persons I obtained either direct evidence, or by their guidance, met or corresponded with tenant farmers, organising secretaries of ploughmen's associations, and others as to arranging interviews and promoting local meetings. Typical farms were selected, and visits made to them (usually after notice) to inspect the cottages, and to hold interviews with the labourers individually or collectively. Sometimes meetings were held in a town or village, for the one or the other class, the evidence of the employers being generally read to the employed assembled in the same district, and the evidence of employed being in like manner read to tenant farmers and occupying owners. Amongst others visited or communicated with was a minister of the church, inspectors of poor, medical officers of health, factors, bankers, sheriff clerks, school board clerk, chairmen of parochial boards, and writers or law agents, when acting as secretaries to labourers' associations. Nearly the whole of these were practically acquainted with agricultural matters.

Nature of inquiry.

3. The subjects for inquiry relating to the agricultural labourer are in Scotland much more limited than in England. The conditions of engagements are, in some respects, simpler; the question of house accommodation falls under fewer heads and sub-divisions, and the opportunities for work, other than agriculture, are fewer and less varied, and of these few the farm labourer takes little or no advantage. Where the Notes of Inquiry are thus in some particulars inapplicable, and certain questions and sub-divisions of the main branches will be merely alluded to, and their necessarily drop out of consideration as part of this Report.

Terms used.

4. Before proceeding to describe the result of inquiries made, it may be as well to point out a further difference between the two countries. It will be my endeavour to use as much as possible terms known in England, but this cannot be done conveniently when the same word bears a somewhat different interpretation in the one country from the other; and where a mode of measurement is in very general use. I have thought it right to use the term familiar to the people of Scotland. For instance, "farm labourer" is in the agricultural districts of the north applied rather to an occasional labourer, the regular farm employé is called a "farm servant;" he is engaged by the year, or half year; and in this class are comprised ploughmen, cattlemen, shepherds, and young unmarried men with horses. It will scarcely be possible to avoid referring to the "boll," a measure of capacity for meal, six bushels, and of weight, 140 lbs., or 10 stone.* A "pint" was, I understood, three imperial pints, but it is really two quarts. A chopin and a mutchkin are sub-divisions, but the latter terms will, if possible, be avoided. The wage being partly and indeed largely paid in kind, various counties have special words for this form of payment, "perquisite" is very general over the field now reported on, but the terms "cost" in Sutherlandshire and "bolls" in Ross-shire are also used. Inasmuch as even the term "perquisite" is not adopted in some other parts of Scotland, and is also misleading, I propose to use the expression "payment in kind."

Crofters.

5. The main object of the Commission being to inquire into the relations between employers and employed, I have not thought it necessary to investigate the condition and circumstances of the crofter, who is his own employer so far as his croft is concerned. His condition has been also so recently reported on that the circumstances of his position must be pretty well known. Incidentally, however, he is referred to, not as crofter, but as an occasional labourer on farms larger than his own.

B.—1. CAITHNESS, ORKNEY, SUTHERLAND, AND ROSS.

Caithness.

6. The first county visited was Caithness, and having forwarded to the local secretary of the Scottish Ploughmen's Federation Union a copy of the Notes of Inquiry, a meeting was arranged to be held at Wick. The secretary, Mr. Bain, a farm servant, Mr. G. A. Sutherland, of the Highland Land League, solicitor, Mr. Brims, chairman of the parochial board, and three or four others, farm servants, attended. I was informed that those present were representative of the district round about, that some of them had been frequently elected delegates of their fellow labourers, and that their evidence practically covered the county.

Visits to farms.

7. I also visited near Thurso some of Sir Tollemache Sinclair's farms and received evidence both from himself and his factor, and inspected cottages, many of which Sir Tollemache had erected. While admitting that more were required to replace inferior ones, he stated this was a deficiency which he was endeavouring to correct as rapidly as possible.

I called on various persons in Thurso who were able to give correct information, and also at farms near it. On the west side of the county several interviews were held both at a public school and at the farms, with tenants and labourers alternately, and on one occasion (with the assent of the men) the masters remained; there were at that meeting three masters and between 30 and 40 men.

Interviews with labourers.

A special meeting of farmers was also held at Thurso to hear their evidence, and to obtain their comments on the evidence of the labourers at Wick. About 13 tenants, representative of large and small farms, attended.

Orkney.

8. I also visited Orkney, staying at Kirkwall and Stromness, and there held interviews with employed on their respective farms. I obtained considerable assistance from the tenants, the Sheriff Clerk, and others. I then returned south, and prosecuted the inquiry into the cultivated areas of Sutherland and Ross. I propose first to report on Caithness and Orkney, and in treating of the various subjects to follow the order adopted in the Notes of Inquiry. That course was followed in taking evidence of witnesses, who in many cases had been supplied beforehand with copies of the Notes.

CAITHNESS AND ORKNEY.

Caithness. Area and cultivation.

9. The county of Caithness, lying on the north-eastern extremity of Scotland, occupies an area of about 700 square miles, or 448,000 acres. A considerable portion of this consists of undulating plain, with some hills. Many thousands of acres are wild moor and peat moss, and in the south-west the surface rises to mountains. The cultivated area, more particularly defined in Appendix A, extends to about one-fourth of the whole, leaving an extensive range of permanent pasture, and though more might be brought under the plough, much has been done by enterprise and industry to enhance the production of the soil.

Extent of farms.

10. The land in the plain is still apparently, as reported on in 1870, occupied by farmers generally holding from 200 to 600 acres, the slopes of the hills being cultivated by crofters, or small tenants, who, usually engaged in breaking up the peat and moss into fresh arable ground, thus extend the zone of cultivation; a proceeding to be credited in these times to the larger holdings also, *i.e.*, farms of 300 to 1,000 acres. Large farms, ordinarily so called, are not viewed with disfavour, as a rule; but among labourers and small farmers there exists an antipathy to the man who holds several farms, the "pluralist farmer," as keeping land from distribution. Cereals and root crops abound in the district. The other industries of the county are the well-known herring fishing and quarrying.

Fences and plantations

11. Fences in the crofters' districts are almost unknown, and shelter by plantation is very rare anywhere.

* A boll of potatoes is usually treated as one-third of a ton, but in Caithness it represents 6 cwt. and in Ross-shire 6½ cwt.

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B.—1. CAITHNESS, ORKNEY, SUTHERLAND, AND ROSS.

The reasons given for this scarcity of trees are not uniform, but the proximity of the rock, "Caithness flag," to the surface may have more to do with the poverty in that respect than the violence of the sea breezes. Proprietors appear to have made attempts, and in low sheltered places, where possibly the depth of soil and protection from the gales have told, the attempt has been rewarded with success.*

Land owners. Crofters.

Estates are not confined to a very limited number of owners, and some are occupied and cultivated by the proprietors. But still small owners are not a numerous class.

The crofters outnumber the farm servants.

Orkney. Area and cultivation.

12. Orkney occupies an area of 375 square miles, or about 240,000 acres. The principal part of the county, called the "Mainland," is cultivated to an extent of about one half, and the remainder, excluding high hills, is good rather than rough pasture, though here also peat moss prevails; some of the best farms are on the agricultural isles. The turnip crop was introduced on the estate of the Earl of Zetland in comparatively recent times, and after some opposition was soon afterwards generally adopted. In this and other respects there has been within the last 40 years a marked advance in the agricultural condition of the county.

Owners of land. Crofters.

There are about 1,500 owners, including a few large proprietors, and most of the small owners, say of 20 to 30 acres, occupy their own land. The crofter element largely exceeds that of the ordinary agricultural labourer or farm servant.

I. SUPPLY OF LABOUR.

Married labourers.

13. The requirements of farms in those two counties being that there should be a fair supply of married men among the regular employés, because of the assistance derived from their families, it is an object to have the farm cottages so tenanted. I was informed, however, that only in some places was there an adequate supply of such labourers, and that there was certainly a considerable decrease from former years. As regards single men and women the deficiency was more marked, it was increasing, and as to women it amounted to serious scarcity.

Single men. Women.

I did not find (as stated in the Agricultural Report of 1870) that farm servants were now usually unmarried men living in bothies, or that so much of the supply of labour depended on the crofters. Women are now scarce, because they move south for service and other occupations.

Obligation to supply worker.

Conditions of engagement usually required that the married man should supply a female worker at a fixed rate of remuneration, usually so much a day as required, but if such workers could not be obtained from the family, the married man was to take in a female lodger. This has always been looked upon as a grievance. The masters do not always now insist on such latter condition, but they do prefer a married man who from his family or otherwise can supply the extra labour.†

Size of farms relatively to wages.

14. I have not been able to ascertain how far the size of farms affects the demand for labour. One tenant, however, stated that in his opinion the best wages were paid on mid-sized farms. What this expression means depends on what the speaker considered mid-sized farms. I believe he had in view holdings of 200 acres.

Immigration at particular seasons.

In a few places there was immigration of the fisher folk from the coasts and from the Highland Crofts, in others from the former only, but in all the supply was diminishing.

Efficiency.

15. Masters and men seemed to agree that efficiency, except in one or two particulars, was fairly maintained both as to former times and certainly as to other districts, but some farmers complained that since "agitators" had entered the county there was less willingness to do work of any kind. Assuming willingness, their physique and apparent intelligence indicated abundant capacity for work, particularly in Caithness.

II. CONDITIONS OF ENGAGEMENT.

Periods of hiring.

16. The farm servants occupying cottages on the farm are hired by the year, their wages being paid half yearly, and occasional voluntary advances made when requested. Their employment may be said to be regular and continuous, but a tendency to "flitting" has grown up within late years, especially among the young unmarried men. When provided with the charge of horses, single men are engaged by the half year. Women by the half year also, when they are not engaged by the day.

THE AGRICULTURAL LABOURER.

The kitchen system, or living in the farm-house, is not, for single men or women, very general. In Orkney the men are provided for in bothies, if not with their parents or other married men.

Labourers, called in some parts of Scotland "cottars," who inhabit houses on the farm, usually, but not always let with it, are engaged by the day and occasionally by piece-work. I was informed that in Caithness the corresponding term is "labourers" or "hired men." Labourers employed to quarry or to drain are engaged by the day or by piece work.

Hours of work. Men's view.

17. As to hours of work, there was much more contradictory evidence than might have been expected. The hours for working in the fields in summer were agreed to, or nearly so, 10 hours, but as to those in winter there was diversity, while as to hours taken in going to and from work, cleaning and feeding horses, there was the widest difference possible.

Summer.

18. According to the farm servants the hours of labour for ploughmen may be thus specified. In summer the men have to be at the stable at 5 a.m. after their breakfast, ready to start at 6, and labour till 11. To return home and feed horses, and get to their own dwellings takes half an hour. They then dine and rest till 12.30, when they return to the stable to prepare for starting at 1, and to labour till 6. Taking horses home to the stable, grooming them, feeding, and making them up for the night occupies an hour more, thus making a period of 3 hours engaged in other than field work.

Winter.

19. In winter the day begins at the stable at 6 and finishes in the field with the cessation of daylight, which implies that, after attention of a slight character to the horses, the men get home at 5.30 p.m. At 8 o'clock they turn out again to the stable to supper up the horses and bed them for the night, returning to their homes at 9 o'clock, thus making the winter hours 11½. These hours are said to be exceeded in some farms in winter, the practice being to have the men at stable by 5 o'clock, and to employ them in the barns till daylight enables them to go to the fields. This last evidence relates, however, to Orkney, and even there it was mentioned only as an occasional practice.

Masters' view.

20. The masters agree that in summer the hour for starting at the stable is 5 a.m., but when dwellings are near, the men usually return for breakfast, a break of 15 to 20 minutes. They do not admit that a whole hour is lost to the men in the middle of the day, though a few have allowed that in large farms when finishing at a distance that amount of time may be approached. For ordinary farms they consider it quite unreasonable to say that the men are at work for the time mentioned. Returning, feeding, and starting again takes about 30 to 40 minutes at the outside; the attendance at stables at 12.30, though usual with the men, is not followed by immediate work. And so at 6 in the evening, 30 to 40 minutes suffices to do all the work required. They also point to the fact that in high summer the horses are not groomed at all, but simply touched over, and at once turned loose into the fields, and that this lasts from nine to 12 weeks in the year. The men admit the summer arrangements, but deny that they extend beyond six weeks, and urge that even then, taking the animals to a possibly distant field, and catching them in the morning, takes up time which ought to be considered. A carefully prepared paper by a farmer in Orkney puts the hours in "summer" (*i.e.*, March to August or September) as at 10 in the fields, and for attending horses 1½ each day;* and some masters do grant such hours for horses, but chiefly by an early start home.

Conclusion on evidence.

21. Having given the matter the best consideration I can, I am of opinion that the men have overstated their case, and that they do not, as a rule, work in summer 13 hours, and certainly not 14 hours as some have stated, though in harvest ("leading in" time) work is carried on as long as light lasts, or the moon shines, and then several hours may thus be added. It may be admitted that some masters will and do insist on long hours for ordinary labour. On the other hand, the masters somewhat underestimate the time taken to return home, attend horses, &c. In the Orkney case above, if it be conceded that for work to begin in the fields at 6 the men must be at the stable at 5, then as the men "go out in the master's time, and come home in their own," that hour taken, or nearly so, there is left but half an hour for the coming to stables at 11 o'clock, feeding the horses, and getting home, and

* To prevent wandering of cattle over the crops, boys, sons of the crofters, keep watch, and are sometimes engaged also in breaking stones by the road side.

† The cottager boards the worker, and if not of his own family, enters into an engagement with her for six months or longer. In either case her wages are paid to the cottager.

* But for the months of June, July, and August, "zero" takes the place of "1½ hours."

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preparing to start at 1, returning at 6 for the grooming and "suppering up" of the horses for the night. I am of opinion, therefore, that 11½ hours is too short a time, and the fair conclusion is, that on long days, from 11 to 12¼ is the time occupied in the master's business on ordinary farms in the counties in question. In winter the return to stables is, according to the masters, earlier than stated. Still nine hours, their figure, is too short and 9½ to 10 hours in all is now I think the average, though some masters in deep winter are content with 7 a.m. at stables, which makes an hour less.

Alleged grievance.

22. It must be remembered, however, that the so termed "work" is not really all labour, and, indeed, the men themselves do not call it so, but they complain that they are tied so many hours without being able to leave the premises, dwelling particularly on the 8 o'clock engagement in winter as a special hardship. Some employers so consider it, and a few have voluntarily abolished that hour's work, the duty being in that case performed at 5; the grieve, or a man with grieve, going round at 8 to see that all is right.

Changes suggested by the men.

23. The men, therefore, desire legislative limitation of work to 10 hours for all the duties. On pointing out to them, at one of the meetings, that thus on their own calculation only seven hours would be given to the fields, they were at first puzzled, but, eventually, one man suggested that the masters should employ a stable hand for all horse work, and this seemed to the majority a solution of the difficulty. Nothing was said as to the effect, on a large farm, of horses being left ungroomed, until others were attended to.

Women and boys. Hours.

24. Women and boys are usually employed for 10 hours, but women having to attend to cattle may be so somewhat longer. The woman engaged for outdoor work, but who boards in the master's house, is said to have a particularly hard life, for she may have milking to do before field-work, and is engaged therewith, or in the kitchen, on each return from the field; and at night also further work in byre or kitchen is demanded. The masters, however, state that such an arrangement is now almost unheard of.

A prize essayist on the subject.

25. Hugh Donaldson, author of a prize essay on "Farm Servants," and an experienced ploughman in Caithness, states in his essay that for three months in the year 10 hours will be about an average, stable work included, and he puts this as finished by 4.30. instead of the men then arriving at stable, as stated by others. "In summer (the other nine months) I think I "am on the safe side when I fix it at 12 hours." The witness apparently makes no point of, and excludes from his estimate, the time taken in coming home from work. He adds, "If our masters and we could "have more interest in each other's affairs, many "grievances would be put right. For example, a "faithful servant will do as much work in one hour "as the opposite will do in two. A good servant will "make a good day's work in 8½ hours in harness, "taking the 1½ hours to sort his horses."

Sunday work.

26. The men usually appear at stables on the Sunday morning, a deputy from themselves attending to the horses in the middle of the day. Attendance in the evening varies with the different farms. One man in the middle of the day seems to be considered sufficient, whatever may be the size of the farm. Cattlemen have little leisure in winter.

III. Wages and Earnings.

Wages comparatively low.

27. The reward of the regular farm servant in these counties appears to be small, but in comparing it with that of the other districts, it will be found that allowance must be made in part for the difference in price of the necessaries of life.

Regular farm servants. Ploughmen.

28. The practice is general of paying farm servants partly in money and partly in kind. The annual money wages of a ploughman or cattleman (both usually married men) ranges from 13*l.* to 16*l.*, in a few cases rising to 18*l.* The average figure would be 15*l.* (Shepherds on large farms with hill pasture receive from 18*l.* to 24*l.*) with keep of a cow (instead of the milk allowance) and sometimes pasture for a few sheep. Payment in kind for all these consists on an average of—

	£	s.	d.	
Meal, 8 bolls - -	6	0	0	at 15*s.* a boll.
Milk, Scotch pint -	6	0	0	new at 4*d.**
Potatoes, 60 chain -	2	0	0	estimated at about 2½ to 3 bolls, at 16*s.* a boll. of 6 cwt.
Firing, coal or peat	3	10	0	
House, say - -	3	10	0	
	£21	0	0	

* Sometimes half a cow is allowed *i.e.* a cow between two families who milk alternate days. If neither milk nor cow can be supplied, 4*d.* a day is paid.

thus making the total wage 36*l.* a year. To this may be added privilege of keeping a few hens, and either with or without a pig, the former being valued at 2*l.*, the two together at 3*l.* But as the men provide food for the animals they contest this addition. The farmers, while doubting the source of food for the hens, in some cases agreed that these items should not be debited to the men. The value is, however, appreciable to both sides, for where the privilege has been withdrawn farmers have in some cases stated that they paid compensation.

The following is a tenant farmer's statement of the wage of an ordinary farm servant:—

	£	s.	d.
Money wage - - -	13	0	0
Meal - - -	6	0	0
Milk - - - -	6	0	0
Potatoes - - - -	1	10	0
Fowls - - - -	1	0	0
Firing - - - -	4	0	0
House (superior) - -	5	0	0
	£36	10	0

Another tenant farmer stated that as to houses, equal to the ordinary run of farm cottages, and situated in villages, 2*l.* 10*s.* was often paid. The collective opinion, at a meeting of farmers, with some dissentients, was, that the whole wage, taking all into consideration, might be estimated at from 38*l.* to 40*l.* Here is an estimate by a farm servant.

	£	s.	d.	
Money wage - -	13	0	0	
Meal (average price) -	6	0	0	at 15*s.* a boll.
Potatoes - -	2	0	0	
Two chopins milk -	6	3	4	=1 Scotch pint.
House (average price) -	2	10	0	
3½ tons of coal - -	3	10	0	
	£33	3	4	

My estimate is, however, as stated above, 36*l.*, although 38*l.* is certainly paid in some cases. In parts of the county near the seashore, an addition is made to the family resources by a little fishing off the shore, in the evening. Crofters and small holders of land, on the coast, cultivating their own patches, engage also in fishing as a business at sea; but I am not aware, at least no evidence was offered, that the ordinary or occasional agricultural labourer is so engaged, though the fisher folk visit the harvest field in due course.

Young men or single men.

29. Young or unmarried men are paid in money 18*l.* Payments in kind are less, but their total wage comes nearly to that of married men. The bothy system is almost unknown in Caithness, but prevails in Orkney, and there the money payment is somewhat larger, and the payment in kind less. House accommodation in the bothy is estimated by a tenant farmer at 1*l.* 10*s.* a year.

Ordinary labourers.

29A. The ordinary or occasional labourer is not much heard of in Caithness, but about 14*s.* a week with an allowance of milk is paid. In Orkney 2*s.* 4*d.* to 3*s.* a day.

Women and boys. Wages.

30. Women in some places, as where cows are kept, are engaged by the year, or half year, usually the latter, and at so much the half year, usually 6*l.* in money, with board, or payment in kind, or by the day at 1*s.* 3*d.* a day, as work is provided, with an allowance in kind (see Appendix F.). This varies, but meal and milk are almost always given, 2½ bolls of former, and daily half Scotch pint of latter; also in many cases about half the man's allowance of potatoes; or 600 yards. A house is not usually added, but in some instances it is, if not otherwise obtainable. Boys, without horses, are paid the wages of women workers.

Harvest.

31. Hay or corn harvest makes no difference in wages for the regular staff, but women have an addition either by a rise in the daily pay to 2*s.* or of 2*l.* for the season, with one stone of meal per week, and fourth of a "pint" of milk daily. Extra men, 3*l.* 5*s.* to 5*l.*, with food and lodging.

Skilled labourers.

32. These do not as a rule execute regular work on the farm, although the driver of the steam threshing engine might come within the term. This duty is, however, usually discharged by one of the ordinary staff. Skilled quarreymen receive 15*s.* a week, carpenters and masons 3*s.* to 3*s.* 6*d.* a day.

Piece-work.

33. Piece-work wage depends on the kind of work undertaken, but the regular farm servant cannot engage in any duties of the kind, either for his master or for anyone else. Other labourers have subsoil draining, and other similar duties. The price paid for draining has been 3*s.* 3*d.* for 22 yards.

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B.—I. Caithness, Orkney, Sutherland, and Ross.

IV. Cottage Accommodation.

34. Cottages for farm servants are almost universally to be found on the farms, and they form part of the tenant's holding. A reference to the reports of former Commissions of an agricultural character establishes that as far back as 1868 cottages were deficient, both in quantity and quality, except perhaps in certain crofting districts, where there was quantity as regards crofters' dwellings, but of very poor quality. When from the enlargement of farms some of these disappeared, the remainder were practically unavailable, as being too remote from the central steadings. The number and character of the dwellings were, however, on each occasion reported as in course of improvement, and such latter remark would apply to the present time, although the result of an extensive inspection suggests that in former days the need of such improvement must have been, in point of quality, very general indeed.

Generally provided on farms.

Supply and construction.

35. I heard few complaints, if any, of want of cottages. The grievances always were from the men, that they were either in bad repair, or inadequate in point of accommodation. The materials were generally of stone and lime, and slated roofs, though in not a few cases stone and clay with straw thatch prevailed. These were not, however, always uninhabitable dwellings, their chief fault being that they were not raised, but level with the ground; indeed in one farm where the road had presumably been gradually raised, the floors of the cottages were below the roadway, and on a hasty return to one of them, the face of the Assistant Commissioner came in contact with the thatch.

Condition.

36. The condition of the cottages generally varied very much; in some farms being excellent, while in others the proportion of inferior dwellings was considerable, but in almost every instance a beginning had been made to provide new and better accommodation. Too often was there need of such new buildings, for the rude, ill-cemented walls, with no ceiling, but bags or paper put across by the inmates, and the small non-opening windows indicated only too well a converted byre or stable. The rooms are usually two in number, and on the ground floor, or one with a "closet" (*i.e.*, a small room often leading off the living room and without a fireplace), and occasionally a pantry. But in a new cottage, with two large rooms, where half a cow formed part of the occupier's payment in kind, and milk therefore was abundant, there was no pantry, or even a cupboard, and the supply was standing in a bedroom. The good wife, however, did not see any necessity for a change. Pointing to her children she said that *there* was her pantry.

Size of rooms.

37. The size of the rooms varied, but 12 feet by 15 feet, with a rather, and in some cases excessively, low ceiling, formed the general character. Fifteen feet square was not uncommon, but the universal practice of having the principal sleeping accommodation in the kitchen, or living room, reduces the apparent capacity of the place considerably. Occasionally there was a loft occupied as bedroom.*

Water Supply.

In the matter of water supply, few complaints were made, and the supply was generally handy.

Bothies.

38. Bothies at one time quite common have now practically ceased to exist in Caithness, but in Orkney they are to be found, and on superior farms, both for males and females, but not, as at one time, conjointly. Mr. Watt, of Skaill Farm, while desirous of abolishing bothies, does not see how they can well be avoided. And it ought to be known that the old forms of bothies are now hardly seen; some have not the one room, but two or three, and a proper caretaker either in or near the buildings. Mr. Watt says: "I have never "heard a complaint from the servants as to dis- "comfort in their bothy life; in point of fact I "understand they prefer living in a bothy to taking "their food and sleeping in a farmer's or grieve's "house." Nevertheless, there are still some which, from rudeness of construction, want of light, and poverty of furniture, afford very sorry dwellings.†

Cottage occupiers.

39. It is fair to state that the way in which the cottages are kept by the occupiers is not always encouraging. Very superior dwellings have been made to look wretched in a short time by the gross carelessness or mischievous action of the inmates. A ton of coals will sometimes be put in the recess of a good room in a newly-built house.

Conversely, I have seen a ruinous cottage, which, deprived of furniture, would have been deemed unfit for a horse, rendered a wonderful cabin of neatness, but not of comfort, by the care and cleanliness of a young married woman with a family. On the whole, however, when the people have good cottages they seem to be glad of them, and to keep them in fair order.

The Agricultural Labourer.

Over-crowding.

40. I saw but few cases of excess of inmates, and then only from the growth of the family; but overcrowding in one room when others were available I sometimes observed; the reason being probably the cost of firing. This additional room is too often handed over to a lodger, and the antipathy of proprietors to give further accommodation was sometimes due to a knowledge that with tenants that practice is inveterate.

The remaining points in the Notes of Inquiry I propose to refer to when reporting on the same subjects in respect of the counties of Sutherland and Ross

Sutherlandshire and Ross-shire.

Sutherland. Area and description.

41. The duty assigned to me generally of visiting the agricultural districts of the northern counties confined the range of inquiry, as regarded Sutherland, to a narrow margin by the eastern shore. The whole of the remainder is distinguished by mountainous ranges, into which at intervals the cultivated glen may penetrate, but where otherwise pastoral life alone prevails. The area of the whole county is 1,207,000 acres but the cultivated portion is estimated at only 31,300 acres.

Ross. Area and description.

42. In Ross-shire the aspect is different, and a considerably larger proportion of the county is cultivated, for while the total area is 1,815,000 acres, the cultivated portion extends to nearly 138,000 acres, as appears more fully in Appendix A.

The farms in both districts are generally well tenanted. Many could be denominated rather large holdings, and if the runs into hill-land for sheep be included, they may be then termed very extensive indeed. Arable farms, however, and cultivation generally, have a wide field in Ross-shire, for though the mountainous region extending westward is considerable, the fertile seaboard is supplemented by Cromarty, or the Black Isle, where the crofter has his limited holdings, but where also farms of all proportions, beyond the above, abound. In respect of the latter, agricultural operations of considerable importance and extent are carried on by men of capital and abundant enterprise.

Landowners. Crofters.

Sutherlandshire is largely held by one proprietor, but in Ross there is fair proportion of owners, some occupying their own land. The crofter element prevails to a rather large extent, and affords labour to farmers.

I. Supply of Labour.

Supply.

43. The prevailing impression was that the supply of labour was barely sufficient, and was certainly decreasing, especially so in regard to women, whose movements, as in Caithness and Orkney, are southwardly. There was slight immigration from the west coast at harvest.

By reference to the census table, Appendix B., it will be seen that in all four counties comprised in the Report, the population has diminished between 1881 and 1891, and very notably in Caithness.

II. Conditions of Engagement.

Hiring periods.

44. As to hiring periods, the rule is the same as in preceding counties, or very nearly so. The kitchen system is still rarer, however, while the bothy arrangement is more largely developed. Thus, even a half-yearly engagement, with single men or women, implies residence in cottages or bothies. As to hours of labour and meal time, also there was no evidence calling for special mention, the difference between the masters and the men in estimating the time occupied by horsemen in preparing for or leaving work being maintained. In Sutherlandshire, at the farm of Crakaig, the hours for long days, including all work, were estimated by the grieve at 12¼, but in Ross-shire the men alleged their time to be 13 hours. The Crakaig men, although satisfied with nearly all existing arrangements, made of the 12¼ hours, their only complaint. The masters, however, would not admit that more than 12 to 12.15 could be even nominally occupied, and in winter some masters were content with 6.30 at stables and 7.30 for the fields.

Hour question.

45. I have already given my conclusions on the point as to time actually occupied by the servants elsewhere, and there is no occasion to qualify here what has been stated, but the justification for the large space the subject has taken up in the Report is, that from the commencement to the end of the inquiry, that has been the question upon which the farm servants invariably had a grievance to present and always to the same effect. The dimi-

* Cottages of 40 × 20 feet over all would cost from 100*l.* to 150*l.*

† It is the case that some men prefer the bothy life, because of the greater liberty. Female bothies are few in Caithness, one I saw was scarcely satisfactory.

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nution of time desired was not always the same, nor had the matter been thought out, but with those who had given real attention to it, and who in other respects appeared reasonable men, the suggestion was, that the field work in long days should be limited to nine hours, and that "smiddy work" (going to blacksmith with horses or plough irons) should be in the master's time and not in their own. It will be understood that the men at no time complained of the heavy demand upon them at harvest-time, though in a few cases they expressed a wish to have some contribution in the way of food, where that was not already granted, and gently hinted that a temporary increase of wages would not be distasteful.

III. Wages and Earnings.

Wages apparently higher.

46. In these two counties the figures certainly rise higher than in Caithness and Orkney, but the benefit to the receivers does not correspond precisely with that increase. The payments in Caithness seemed so low that I was led to inquire whether some economic cause did not explain the apparent insufficiency, and I found that provisions were at a lower figure than in the immediate south, and so in Orkney. This may therefore be one reason for the difference. It was curious to find that in Sutherlandshire a boll of meal ruled 2*s.* higher than in the neighbouring county of Caithness. In Orkney, fish was especially cheap, and generally I understood that the necessaries of life might be purchased at a lower figure than in the other northern counties.

Men's estimate, married men.

47. The men in Sutherlandshire and Ross-shire stated that their wages in money payment ranged from 16*l.* to 18*l.*, payments in kind bringing up the total amount to 35*l.* 15*s.*, rising to 42*l.* 18*s.*, but in the latter case "warm," *i.e.*, new milk was given all the year round, whereas in many cases in winter the supply is often "cold," *i.e.*, with the cream off, if any be supplied at all. Half a cow (that is a cow between two men) is sometimes given, and the figure for this is put down as equal to a Scotch pint daily. As, however, 16*l.* is a low figure for the district and 22*l.* is rather high for other than a first ploughman, 19*l.* to 20*l.* may be taken as the men's estimate of the money portion, and 41*l.* as the total earnings.

Master's estimate.

48. The figures given by masters, individually, or collectively at their meetings, bring out sums, as regards money wage, as ranging from 17*l.* to 26*l.*, but the extreme figures are very exceptional, and 18*l.* to 24*l.* may be accepted. Payment in kind brings this up to a total of 42*l.* 16*s.* to 44*l.* 3*s.* 8*d.* These figures are high in "kind," such as potatoes, which are valued at a higher price than in Caithness, another proof of the inequality of figures not necessarily implying inequality of reward. (*See* Specimen Accounts, App. D. to G.)

Result of evidence.

49. In estimating the real value of the earnings of the cottagers, one is met here, as in Caithness, with the difficulty that the masters include in their valuation items not recognised by the men. As between the masters and the men, therefore, it will be well to leave out of calculation the profit derived from pigs and poultry, and so doing I am of opinion that a fair estimate will bring the earnings of the ordinary ploughman in those two counties to 41*l.* 2*s.*

The higher figure presented by the masters is also due in some cases to their mode of viewing the item for house accommodation. When a cottage has cost 150*l.*, a rent of 6*l.* is not in itself high, but the men contend that the value of the house to them should be not ordinary interest on the expenditure, but the accommodation to men of their class. One writes that houses built at a cost of 200*l.* in his parish are valued at 4*l.* rental only, and, he considers, rightly so.

But, on the other hand, the various items thrown in by the masters, although not as between them and their men to be estimated, yet do seem to call for notice, and valuation, when the special matter for our investigation comprises the "condition and circumstances of the agricultural labourer," and in that point of view 43*l.* or 44*l.* would seem to be a fair representation of a ploughman's annual resources.

Shepherds.

50. Shepherds have, as a rule, higher and sometimes much higher wages than other farm servants, and the high rate appears to depend on whether it is the principal occupation of the farm. In an arable farm the wages of a married shepherd may be about the same as those of a ploughman, with the addition of a cow's keep. In one case, a large pastoral farm, 70*l.* was the figure, but out of this, which was partly made up by two cows, the shepherd had to board a lad and give milk to lambs. Still, I understood enough milk was usually kept to admit of considerable sales to the visitors on the hills at the shooting season.

B.—1. Caithness Orkney, Sutherland, and Ross.

Single men. Women.

51. The money wages of young unmarried men and of women were not materially different from those in the more northern counties, but payment in kind varied, both as between the counties and between the different parts of the same county, and more particularly as to *women*, according as house, meal, or potatoes were or were not included. In these cases, however, as in some others, "according to arrangement" was an expression occasionally used in the evidence; showing that in this, as in other instances, custom, although very generally recognised, was still at times set aside by agreement. In the engagements at the farm of Arabella, Ross-shire, the payments in kind of a considerable number of men, were different in almost every case.

Harvest.

Harvest payment of hired men varies from 3*s.* to 3*s.* 6*d.* a day. (*See* Appendix D.)

Ordinary Labourers.

51A. The wages of the ordinary labourer ranged from 2*s.* 6*d.* to 3*s.* a day, the former including house accommodation.

IV. Cottage Accommodation.

Supply and condition.

52. In respect of farm servants' dwellings, these counties presented, in the case of Sutherlandshire, a general excellence, and in Ross-shire an equal distribution of extremely good and extremely bad, and moderately fair, and sound habitations, the last being of comparatively recent erection. The supply was sufficient in numbers.

The dwellings on the Duke of Sutherland's estates were remarkably well built, commodious, and generally such as to give satisfaction to the inhabitants. His Grace, as is well known, possesses much the greater part of the county, but I thought it right to examine cottages on estates of smaller owners, and of the few I could visit the construction and accommodation appeared to me good and satisfactory. In Ross and Cromarty the case was different, for superior dwellings were to be found on the same farm with wretched erections, old and ruinous, and certainly not reasonably fit for habitation. The farm tenants usually admitted, and regretted the condition of affairs, and in some cases had themselves erected better quarters. The landlords were not represented to me as indifferent, but as being unable, with the continued fall of rents, following in many cases on inherited burdens of heavy amount, to do more than build to a small extent, and at rather long intervals. Water supply was generally available and of fair quality.

Water supply

I saw many instances of new buildings, and in almost all cases there was satisfactory provision for the comfort of the inhabitants. But in one instance, near Tain, a cottage was being reconstructed, and one of the "improvements" was to raise the ceiling of the living room from 7 ft. 3 in. to 7 ft. 9 in.

Bothies.

53. Bothies in the cultivated area of Ross and Cromarty are fewer but better than formerly, and so in Sutherland, where they are better still.

Caithness, Orkney, Sutherland, and Ross.

V. Gardens and Allotments.

Gardens.

54. Most cottages in the whole of my district had gardens, and though the occupiers generally spoke of them as small, there was at the same time abundant confirmation of the masters' statement, that the boon was not appreciated, for the ground was often left uncultivated, and this the men confessed. The reason advanced was that they could not always be sure of reaping what they sowed, for they might have to move to other farms. I asked why a course (familiar to me in the south of Scotland) was not adopted; for there when a servant intends to move to another farm, he is allowed a day to go to the cottage he is to occupy, to dig his garden and plant his potatoes; the actual tenant permitting the operation, and very probably performing the like himself elsewhere. Sometimes they plant for one another. I could not get a satisfactory answer to my question, but that the practice in the south seemed inconvenient, and that it was not the custom in the districts. Nevertheless, in those cases where the cottages had no garden, the occupiers almost invariably expressed a desire to have them. The cultivation was almost the same everywhere, nearly the whole in potatoes, with a few cabbages, and other vegetables.

Allotments.

In the matter of allotments there was a general agreement that they were not required, and always on the same ground, that the men would be too tired to cultivate them.*

* In one case allotments of quarter of an acre on land within a mile of Thurso were advertised to let on agricultural terms, but no application was received.

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B.—I Caithness, Orkney, Sutherland, and Ross.

VII. Benefit Societies and Trade Unions.

55. In the four counties under inspection I found that very few labourers indeed availed themselves of benefit societies where they existed, and in Orkney and Sutherland they did not exist at all. In Caithness and Ross a society recently formed, in connexion with the Scottish Ploughmen's Federal Union, had made some way among the members of the Union. I found, however, that a certain number in all these counties insured in commercial life assurance companies, and with the object of receiving a fund at the end of a fixed term of years.

56. There were no trade unions in Orkney or Sutherland, but they existed in Caithness and Ross-shire. Nowhere had there been strikes or lock-outs. As a rule, the members stated that they had not derived much benefit from the Union, but they lived in hope, and meant to work them for their own good. In one case it was said that the union had caused a rise of 3*l.* in the wage for the year; but this was not entirely maintained for any length of time.

VIII. General Relations between Employer and Employed.

57 The evidence as to the relations between employer and employed was very uniform, the general statement being that there was a "good" or "very fair" understanding, though in a few cases the masters thought that since "agitation" from the outside had set in the relations were not so satisfactory.

IX. General Condition of the Agricultural Labourer.

Views of masters and others.

58. Under this head the evidence of many persons, and belonging to different classes of society, including therein tenant farmers, was identical, that the farm servant's position was now good, and had made a material advance, that the increase of wages within the memory of those still living had been very considerable, the money wage having more than doubled, while the payment in kind had not diminished. In spite of low prices causing great depression in the affairs of their employers for many years past wages had not come down correspondingly, or at all. If the men point, as they sometimes do, to the somewhat higher wages of other labourers or artisans, the masters and others reply in effect in the words of Mr. Campion in the Agricultural Report of the Commission in 1867, "The farm servant hired by the year, or half year "must expect some deduction in the amount of his "wages, which he will be compensated for by the "greater stability of his position; while in addition to "this advantage he possesses privileges of a more "practical character in the obligation which is "generally cast upon the employer of keeping him in "full pay for six weeks whenever he is taken ill."

Men's views.

The general accuracy of the above statement is not by the men impeached, but they are of opinion that, allowing for the improvement upon a former state of things, their position is still not what it ought to be; and what may be their wishes, or what are deemed by them grievances, the previous part of this Report has in a large measure already disclosed. They are not, however, unanimous as to any one of the points calling for special attention, unless it be the question of the number of hours of daily work. Some press one grievance and some another. In many cases they desire abolition of payment in kind, and probably, though not certainly, this is the wish of the majority; but they perceive that in that case further compulsion of the master would be required, in that he should nevertheless be bound to furnish them with an adequate dwelling, drive their coals, and supply them with milk at farm price. The masters thus believe, or at least some have suggested, that the movement in question is only an indirect method of raising wages. When the men are asked to give their own evidence of their present condition they have sometimes made a general statement, as that they considered they were not rewarded "for their labour as labourers in other counties," or that they were "worse paid than any other trade,"* or they would make a somewhat more specific allegation, as that there is "no bad day for ploughmen," meaning that they are kept out in the rain longer than need be; an allegation denied by the masters, who say further, that as illness of either men or horses implies serious loss to them, they are not likely to expose their employés to unnecessary risk.

Occasionally however, the men, while declaring that in their present condition there was room for improvement, also added that it was "as good as farmers in these times could afford to make it."

The Agricultural Labourer.

59. The men were not agreed as to how far they should call upon the Legislature to interfere for the accomplishment of their objects, but it may be taken that where a strong desire existed for the shortening of the day's labour, and for money or monthly payments, or better house accommodation, the general idea was not to trust to pressure upon the employers, but to call for the assistance of Parliament.

Legislative action. Men's view.

Upon the question of full holidays, however, I found that some of the strongest supporters of the movement did not rely on Parliament, but were trusting to combination to bring about the result desired. Half holidays on Saturdays was not put before me as a pressing demand, as it has since been elsewhere.

Holidays.

60. Legislative action as viewed from the side of the masters is almost unanimously deprecated. Denying the necessity of many of the men's demands, they would on that ground alone object, but admitting provisionally that some may be worthy of consideration, they oppose interference on the ground that such demands, if reasonable in themselves, will in due time be certainly attained. They consider that if ill-feeling be not thereby (by legislation) actually promoted, at any rate less of their own voluntary acts of goodwill would be manifested, and a sort of rigid "statutory" demeanour be maintained throughout.

Masters' view.

Mens' suggestion.

Without saying that I had precise evidence of this, the views being rather indicated than expressed, I *had* evidence, express or implied, from small groups of the men or from individuals that they did not desire legislation upon several of the points now under discussion. At a meeting of the men in a Sutherlandshire farm, where they stated that they did not wish to be paid otherwise than according to the rule there prevailing, which virtually established about equal payments in money and kind, they merely added that they would like rather less early hours in winter.

On the other hand, *some* farm servants have asked, usually at the district meetings, for direct parliamentary action in regard to nearly every grievance, including the question of wages. Having inquired of the solicitor-secretary of one of their organisations how he proposes to regulate wages, he said that Parliament should authorise "the appointment of a Commission to fix a wages minimum," but did not say anything as to their classification. One society holds that every "capable man should have a wage of at least 20*s.* a week." A foreman labourer thought Parliament should regulate wages generally, and on being asked whether he proposed to pay all men alike, he replied that "payment would have to be according to merit." (*See* Appendix H.)

"General condition," interpretation of term.

61. Previous to stating my conclusions on the facts and arguments, bearing on this part of the inquiry, I may point out that in treating of the "general condition" of the agricultural labourer it seems necessary to have in view the double aspect of that expression, for according as it is viewed the reply is somewhat different. In so far as the farm servant's condition refers to his present means and resources (and this, no doubt, is the sense in which the term is used in our instructions), the remarks made at the commencement of paragraph 58 apply, but in respect of the *use* made of those means and resources, as affecting the agricultural labourer's life and condition, the evidence of employers and others was not so satisfactory.

Mode of living.

62. It seemed to be suggested that thrift had not of late years been so well maintained (that possibly from want of management on the part of the wives), the general domestic expenditure was not so well regulated, that the growing habit of the family to dispose of the simple and nourishing food of the farm, in order to purchase wheaten bread, tea, and other articles of still less benefit to them, told upon their health, and diminished their savings. The chairman of a parochial board in Ross-shire thought, and others have also maintained, that the farm servant in former days with more limited means saved more.

Recourse poor relief.

63. There was evidence from persons qualified to speak, that the tendency of this class to avail themselves of the provisions of the Poor Law was more and more marked, and showed therefore a downfall from the high feeling of former days, when a recourse to poor relief was adopted only in the last extremity.

Concluding Remarks.

Means and resources.

64. Offering then my own conclusion on the whole case, I would say that I am satisfied that the agri-

* I heard, however, that with wages at 17*s.* a week other workmen failed to make 34*l.* a year.

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THE AGRICULTURAL LABOURER.

cultural labourer in the counties now under report has in the main advanced from the position he occupied when his condition was last officially described. In 1867 he was stated to have made very great progress in his condition generally upon the preceding 30 years. In 1882 he was again said to have improved it, and in every way. Since that date the rise in wages has not been so marked, so far as this can be estimated when the value of payment in kind must necessarily vary from time to time; but the tendency generally has been towards improvement, although in Caithness, in respect of wages, the highest figure named in 1880 (40*l.* a year for a married ploughman) has not been exceeded, and seldom attained. On the other hand, the minimum for Ross and Cromarty has been raised 4*l.* to 5*l.* As regards his general means and resources, therefore, it may be said that, as compared with the preceding period, these are fairly good. On inquiring from the proper quarters, I found that even with the growing facility for accepting parochial relief, the agricultural labourer was not entered on the roll of poor to any considerable extent, much the more numerous class being that of the fisher folk.

Honourable position on poor roll.

65. Since the above remarks were drafted the following passage in Mr. Wm. C. Little's memorandum upon the Agricultural Report of 1879 and 1882 met my eye; it bears both upon the main question and on the secondary meaning of the "general condition" of farm servants. After saying that a large preponderance of opinion was to the effect that the condition of the labourer had improved, though that conclusion was not left undisputed, Mr. Little proceeds—

Report, 1879-82. Mr. Little's memorandum.

"That his wages had increased was universally admitted; that the purchasing power of his money wages was greater was generally allowed; that he was better housed, better clothed, and better fed was frequently asserted; but on the other hand, there are to be found a few positive denials of such improvement, and a considerable number of witnesses who express some doubt on the subject, or qualify the admission of improved circumstances by statements regarding the moral or social condition of the labourer, some alleging that as a class they were less sober, less thrifty, less trustworthy, and less contented; others that butcher's meat and tea have taken the place in the labourers' dietary of oatmeal and milk, to their disadvantage physically and financially."

Cottages. Proprietors and occupiers.

As regards the more unfavourable part of this picture I am glad to state that during my inquiry I heard nothing upon the subject of insobriety and very little as to untrustworthiness.

66. If the labourer does not always quite maintain the advantages of his improved position by thrift and good management as in former times, he has at least more enjoyment of the necessaries or luxuries of life than had his predecessors. The squalid cottage and the neglected family when met with may tell occasionally of insufficiency of reward, but more probably of some misdirection of funds, or of strange indifference in management on the part of her whose duty it should be to present a cheerful home, and a tidy crop of weans. True it is that the dwelling itself is not always what it should be, but true it is also that excellent new cottages have sometimes borne the appearance of wretched dwellings, only from the habits of a family whose joint earnings largely surpassed those of neighbours occupying inferior but well provided and orderly abodes.

It was indeed a remarkable feature of the better class of labourers, that cottages of almost a ruinous character were by the vigilant attention and orderly spirit of the inmates transformed into bright and presentable dwellings. It would be desirable that proprietors should with their own eyes witness the cottages inhabited by the people from the work of whose hands their incomes are derived, for the condition of the agricultural labourer would be seen to be, in not a few cases, in that respect much below what it should be. His wages of late years have not fallen with the bad times, and they had risen with the previous good seasons, and it is fair to him to say that, as a rule, he is capable and willing with those funds to do justice to a suitable dwelling-place. It is not alleged, therefore, that in the counties in question the general condition of the labourer is in *all* respects satisfactory. This matter of the house accommodation is one which requires, and is already receiving, attention, and it is in many cases an undoubted grievance. It should be remembered that the necessity to live on the farm precludes all choice, and the future occupant has frequently never seen the cottage which he is required to occupy.

The alleged grievances.

67. Upon the question of Hours the men would seem to have some ground for complaining. The early winter hours, 5 a.m. at the stable in deep winter (even with a return for breakfast), and a turn out at 8 o'clock at night, are heavy demands; they are not insisted on by some masters, and they might well be dispensed with. In the matter of part Payment in Kind I am satisfied that, on the whole, when taken advantage of, it works well for the men, and that in farms distant from towns the parties, if the system were abolished, would practically have to return to the former arrangements. But still the men have a very natural desire to see the whole of their wage in tangible money, and to expend it as they please, and the demand is therefore not unreasonable. They are not, however, unanimous upon the subject, and yet some, or most, agree that if any change were made at all uniformity would become imperative. I believe that, as a rule, no real hardship arises, but that occasionally a hard master, or over thrifty wife, supplies, either in quantity or quality, goods of which the men have reason to complain. Upon the question of Holidays there might with advantage be a few more, though I have not been able quite to decide as to their distribution, whether by more whole days or by half holidays; but as my inference from the evidence before me was that the men did not look so much to Parliament as to combination to achieve their purpose, I need not pursue the subject further. Upon the question of Wages, it was only in Caithness that the subject was, as a whole, brought very prominently forward, and I have given reasons for holding that the wage paid does not in reality represent such a difference from the remuneration given in other counties as it seems to indicate; but still the figure is rather low. As regards Women their duties in the fields have been reported on in former Commissions, and by some condemned, but by others the conditions of work were not viewed so seriously, and the health of the women was said to be good. I am of opinion that some of the work assigned to them in the fields might with advantage be dispensed with, and that as to management of horses, and in seasons of snow especially, they should be spared; but taking all the year round, and accepting the statement that the long hours under the kitchen system are dying out, and that they are themselves retiring gradually from field work, their duties do not now call for very special animadversion.

Redress by legislation or by agreement.

68. These being the views that on full consideration of the whole circumstances of the agricultural labourer's position seem to be fairly deducible, the question arises whether the various points requiring attention are to be left for the mutual arrangement of the parties, as the working of economic laws may give one or the other the advantage, or whether legislation should be at once invoked. It is not perhaps for Assistant Commissioners, whose duty it is to collect facts and give their immediate conclusions only, to say whether the laws of the land should be altered in any particular direction. This will be the duty of the Royal Commissioners. I may, however, be permitted to say, that in respect of nearly all the questions presented by the labourer, and by those speaking on his behalf, progress is already being made. The money wages of the men continue to rise, the practice of paying in kind is being gradually affected by a larger proportion of money payments, and where not really required will probably disappear. The hours of labour, though nominally as stated, are not always absolutely obeyed or insisted on, and have already, in some instances, been altered voluntarily in the direction desired by the men. Holidays the servants agree can be left for *themselves* to obtain. Dwellings of a new and satisfactory kind are often to be found in farms where poor ones exist, and I have no doubt that by the action of the local authority and with renewed general prosperity they will be still further increased in number and quality. Lastly, it is fair to presume that the Report of the Royal Commission, in addressing itself to the grievances in question, will, if these are found to be real and just, call attention to their nature and character; and whatever may be the recommendations, it may be hoped that their mere statement will tend to hasten changes, already coming into operation, to the benefit of both employers and employed.

I have, &c.

(Signed) HENRY RUTHERFURD,
(Assistant Commissioner).

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APPENDIX A.

ABSTRACT FROM AGRICULTURAL RETURNS, 1892.

County	Land and Water Area.	Arable.	Permanent Pasture.	Rented and occupied.	Owned and occupied.	Total Acreage of Cultivated Land.
	Acres.	Acres.	Acres.	Acres.	Acres.	
Caithness - - - -	446,017	85,031	25,500	101,792	8,739	110,531
Orkney - - - -	249,565	88,812	17,790	90,336	16,266	106,602
Sutherland - - - -	1,345,480	22,498	8,861	29,815	1,544	31,359
Ross and Cromarty - - -	2,046,423	110,236	27,488	118,544	19,180	137,724

APPENDIX B.

ABSTRACT FROM CENSUS TABLES OF 1891.

RURAL POPULATION OF 1891 AND 1881.

County.	1891. Males.	1891. Females.	1891. Total.	1881. Males.	1881. Females.	1881. Total.	Decrease per cent.
Orkney - - -	11,657	12,768	24,425	12,336	13,644	25,980	5·98
Caithness - -	10,599	11,638	22,237	11,601	12,708	24,309	8·52
Sutherland - -	8,273	8,991	17,264	9,071	9,625	18,696	7·65
Ross and Cromarty -	22,448	24,168	46,616	23,686	25,830	49,516	5·85

APPENDIX C.

CAITHNESS.

COPY of PART of LETTER from HUGH DONALDSON, farm servant, dated Strath Watten, Caithness, August 28th, 1892.

"We had a meeting of delegates in Halkirk on Saturday, 27th inst. They were the men appointed by the farm servants to meet you at your coming north. They complained of not being called upon, also of men connected with the Land League being examined by you which knew little about our grievances."

[The writer then enters into facts connected with wages and hours which have been incorporated in the evidence, and alluded to in the Report.]

"Our grievances are the following:—

"1st. Our low wages compared with the other counties in Scotland.

"2nd. Our long hours, 13, except two months in winter.

"3rd. The suppering hour at 8 o'clock.

"4th. No holidays.

"5th. Keeping a lodger.

"6th. Our hiring market with the drink traffic.

"7th. Our females working horses in time of downlay and harvest. ["Downlay," spring and turnip work.—H. R.]

"8th. Low wages compel our wives to work in the fields.

"9th. Our in and out workers' hours about 15, in cost female servants." ["In and out workers," females with indoor and outdoor work. "In cost," boarded in the farm house.—H. R.]

APPENDIX D.

SUTHERLANDSHIRE.

Farm of Culmaily, Golspie; tenant, Mr. Sellar.

Extent of farm, 470 acres arable, with several miles of grazing.

Number of servants:—

1 grieve.
6 ploughmen.
1 cattleman.
2 day labourers.
7 field workers.
2 boys engaged all the year round.

Eight additional men employed for harvest work, and from 20 to 40 boys and girls for two or three weeks after potato lifting.*

Wages, grieve, 40*l.* per annum, with cow, coals, meal, &c.

Money wages for ploughman, 24*l.*
House accommodation.
2½ tons of coal per annum.
6½ bolls of meal of 10 stones each.
1 pint milk.
1 boll potatoes, 6½ cwt.

Allowance to cattleman same as ploughman.

Labourers, 2*s.* 6*d.* per day, except harvest time, when they are paid at the rate of 1*l.* per week.

Field workers, 1*s.* per day in winter, 1*s.* 3*d.* per day in summer (2*s.* per day being paid when employed at harvest work), with one ton of coals, one boll potatoes, and house accommodation, on footing of a year's engagement.

House accommodation:—

Bothy occupied by three men, each having a bedroom. Female cook a room for herself. The cook receives 16*l.* a year, with fire, meal, and potatoes. Hours, 6 a.m. to 6 p.m. in summer, working during daylight in winter. Resting time from 11 a.m. to 1 p.m.

APPENDIX E.

COPIES of ENGAGEMENTS of FARM SERVANTS, Arabella, Ross-shire.

Alexander Munroe's engagement.—1st horseman, foreman ploughman, Arabella, from Whitsunday 1892 till Whitsunday 1893:—

	£	s.	d.
Money wage - - - -	26	0	0
Oatmeal, delivered, eight bolls value 18*s.* - - - - -	7	4	0
Potatoes, three bolls, and 80 yards drill	3	0	0
Coals, three tons, at 26*s.* delivered -	3	18	0
Milk, three-quarter pint, warm in summer (six months), and about half-pint (Scotch pint equal to half a gallon), value - - - -	3	0	0
Two loads firewood - - -	0	10	0
Fowls, value - - - -	1	0	0
House rent free - - - -	6	0	0
	50	12	0

* The number of shepherds was not specified.

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James Gibbs' engagement. — 3rd horseman, from Whitsunday 1892 to Whitsunday 1893 :—

	£	s.	d.
Money wage	23	0	0
Meal, six bolls, delivered	5	8	0
Potatoes, 1,000 yards	3	10	0
Coals, 2½ tons	3	5	0
Two loads firewood	0	10	0
Milk, same as foreman, value	3	0	0
Fowls, value	1	0	0
House, value	6	0	0
	45	13	0

William Graham's engagement. — 2nd horseman, from Whitsunday 1892 till Whitsunday 1893 :—

	£	s.	d.
Money wage	26	0	0
Meal, six bolls at 18s., delivered	5	8	0
Potatoes, one boll, and 200 yards drill	2	0	0
Coals, 1½ tons	1	19	0
Two loads of sticks	0	10	0
Milk	3	0	0
House	2	0	0
	40	17	0

Donald Graham's engagement. — 4th horseman, from Whitsunday 1892 till Whitsunday 1893 :—

	£	s.	d.
Money wage	24	0	0
Meal, six bolls	5	8	0
Potatoes, one boll	0	18	0
Coal	1	6	0
Milk, same as foreman	3	0	0
Two loads of firewood	0	10	0
House	2	0	0
	37	2	0

APPENDIX F.

ROSS-SHIRE.

COPY of WALTER ARRAS' LETTER, Fodderty, Dingwall, September 20th, 1892.

1. I never ask my men to be in the stable at 5 a.m. in winter. Last year I voluntarily gave up 8 p.m. suppering of horses, and the grieve and men agreed together that they would clean their horses more perfectly in consequence in the mornings. They always go back to their houses after corning, and come again to the stable, and begin to their work about 7.30 a.m. When it is a wet day, too rough for horses, they never go out, and they clean their harness on such days.

2. In winter men have short hours. In spring and seed time, in fine days, we need all our hours. In wet days we get no work done on the land, and odd jobs about square. In turnip thinning we again need all our hours. In harvest our days are only too short when corn is dry.

Women's wages.—The women here are engaged by the year. They are only paid when they work, at 1*s.* 3*d.* and 2*s.* 6*d.* a day in harvest. Potatoes and coals are given on the footing of a year's engagement.

List of staff for 426 acres arable.
" " 94 " pasture.

520 acres.

Staff of servants :—

Grieve.
Cattleman and assistant.
Labourer (barn man, &c.).
6 ploughmen.
Shepherd.
10 to 12 women and boys, as they can be got.
4 labourers in harvest.
3 or 4 extra women.

APPENDIX G.

ROSS-SHIRE.

COPY of PRINTED FORMS of FARM SERVANTS' ENGAGEMENTS (Mr. Arras, Tenant Farmer).

Conditions of Agreement

Between *David Urquhart*
And *Walter Arras, Fodderty.*
From *28th May 1892 to 28th May 1893.*

This part to be cut off and given to the Servant.

Cash, *£24.*
Oatmeal *6 Bolls (60 sts.)*
Barley.
Potatoes *600 yds.*
Coals AT *1 ton.*

Cow's KEEP, Milk, OR *£ 3d. warm in summer, cold in winter as I can spare it.*
DAY'S VICTUALS DURING HARVEST.
Worker's Wage per day in Summer.
Do. do. in Harvest.
Do. do. in Winter.
Do. Day's Victuals in Harvest.

Agreed to at
On

Between *Robert Grant*
And *Walter Arras, Fodderty.*
From *28th May 1892 to 28th May 1893.*

This part to be cut off and given to Servant.

Cash *£ 18.*
Oatmeal *12 Bolls.*
BARLEY.
Potatoes *1,200 yds.*
Coals AT *3 tons.*
Free house and garden.

Cow's KEEP, Milk, OR *£ 3d. a dy. of warm milk in summer, half cold in winter as I can spare it.*
DAY'S VICTUALS DURING HARVEST.
Worker's Wage per dy. in Summer, *3.*
Do. do. in Harvest, *1/.*
Do. do. in Winter.
Do. Day's Victuals in Harvest.

Agreed to at
On

[Roman type represents print, *italic* writing and entries, and SMALL CAPITALS obliterations by Mr. Arras.—H.R.]

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APPENDIX H. (1).

SCOTTISH PLOUGHMEN'S FEDERAL UNION, 1892.

OBJECTS of the UNION.

Rule I.

The objects of the union shall be to establish branches in Scotland, and to strengthen the power of farm servants in Scotland; to obtain weekly payments and money wages, weekly half-holiday, and a suitable number of whole free days; that a week's work shall consist of 56 hours, and this to include carrying of plough irons, &c.; all after that to be paid at the rate of sixpence per hour; abolition of feeing markets; better housing and bothy accommodation, and generally to protect the farm servants, who are members, from all oppression and tyranny. To provide for the ploughmen a sick benefit and funeral society, and superannuation fund for aged members.

Rule II.

Branches shall consist of any number of tradesmen, ploughmen, and labourers under the name of the Scottish Ploughmen's Federal Union.

APPENDIX H. (2.)

The ROSS and CROMARTY PLOUGHMEN and LABOURERS' UNION.

1st. That the ploughmen's working day should be strictly limited to 10 hours.

2nd. That capable men should have a wage of at least 20*s.* per week.

3rd. That they should be provided with healthy and commodious dwelling-houses.

4th. In favour of Small Holdings Bill.

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ROYAL COMMISSION ON LABOUR.

THE AGRICULTURAL LABOURER.

SCOTLAND.

REPORT

BY

MR. H. RUTHERFURD

(ASSISTANT COMMISSIONER),

UPON THE

COUNTIES OF AYR, RENFREW, BUTE,

AND

SOUTH ARGYLL.

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THE AGRICULTURAL LABOURER.

To GEOFFREY DRAGE, Esq., Secretary,
Royal Commission on Labour.

2, Harcourt Buildings, Temple, E.C.,
November 29, 1892.

SIR,

THE AGRICULTURAL LABOURER.

1. I have now the honour to submit my report on the second district assigned to me in Scotland, comprising the counties of Ayr, Renfrew, Bute, and South Argyll.

District visited.

The first county undertaken was Ayrshire, and having arrived at Ayr on the evening of the 21st of September, I obtained interviews on the following day with various county officials, who were good enough to favour me with names of proprietors and tenant farmers in the county, but chiefly of those within reach of Ayr. I could not hear of any labourers' union, and I thus had some difficulty in getting access to the labourers themselves. But by the courtesy of the Press, the good-will of the tenant farmers, and the issue of hand bills and posters, I was enabled to meet them at several places and in different parts of the county. A sudden improvement in the weather did, however, interfere with their attendance on one or two occasions; a prolonged wet season having rendered it imperative upon them to seize every opportunity of securing the harvest.

Ayrshire. Description.

2. The county of Ayr, bordered by several other counties on the east and north sides, presents on its western edge a long front to the Firth of Clyde, extending from the extreme north to the most southern point. The total area is about 1,150 square miles or about 735,000 acres. Some parts towards the south and east are hilly, but scarcely approach to mountains, the general appearance being that of an undulating country gradually rising to hills, and divided by rivers running westward to the sea. The minerals comprise coal and ironstone, the former being situated towards the northern boundary, also limestone and others. Industries relating to the exploitation of these have been developed of late years with increasing energy.

The county may be divided into three agricultural districts, for along the shore and for three or four miles inwards, a light sandy soil very uniformly prevails favourable to certain crops. Further inland the soil is at a higher elevation and heavier; in some cases varied by good friable and by poor land. While farther back still, and occasionally earlier in the line of retreat, sheep walks abound.

Cultivation.

3. The county is generally arable, oats being the chief crop, and barley is grown on the western side; there are also good pastures. As regards profitable farming, this must apply rather to the dairy districts, and to the western border; for in the case of sheep walks, there has been the very serious fall of nearly two thirds in the annual value of land so occupied. The rotation of crops was formerly the five-course shift,* but of late years a different method has been adopted, the period being shorter on the light soils, and longer on the heavy lands. The shore portion forms a valuable part of the cultivated area, for here is carried on what is practically market gardening; the farms supplying the local and Glasgow markets with various produce, the most important being the early potato, which is gathered early enough to admit of a second crop, usually rape. This special department of farming became established in the district not much more than 10 years since, and it would seem to require a larger amount of labour, both in men and horses, than ordinary farms. The busy rattle of active business appears here more constant, and this has a bearing upon some of the questions hereafter to be discussed.

In the Kilmarnock district, dairy farming, which is also to be found in other parts of the county, is here most fully developed. Cheeses have long formed an important branch of it, and have acquired some celebrity. In order to further improve the manufacture, there was started some five or six years ago the Kilmarnock Dairy Institute; but failing of late to hold the position early attained by that establishment, the managers recently secured the services of a Canadian dairyman, Canada having achieved conspicuous success in the art of cheese-making. It is reported that the venture has been already rewarded, and in a very practical manner. Where large dairy establishments exist, the surrounding farmers sometimes dispose of their main milk supplies to these, and do not further extend their own dairy work.

B.-II. AYR, RENFREW, BUTE, AND SOUTH ARGYLL.

Farms.

4. The farms vary in size, rising from 50 or 60 to 400 acres. In the Kilmarnock district, dairy farms of about 70 to 80 acres mostly worked by the farmers themselves are numerous. There are elsewhere smaller holdings, but not many, and the average of the county may be taken at 160 acres.

Estate owners

5. There are several large owners, whose estates are rather more consolidated than dispersed. The number of small owners is limited.

Competin industries.

6. Competing industries, such as carpet-making and fishing, may entice the rural population to some extent, but other causes must explain the considerable migration of the people from the country to occupations in towns or abroad. In the north and east borders of the county, however, coal mines and foundries attract by the comparatively high, though less constant wage, the miners and others dwelling occasionally in the small towns.

Renfrew-shire. Description.

7. The county of Renfrew, lying on the north and north-east borders of Ayrshire, and extending to the Clyde, takes, like the river which bounds it, a north-westerly direction, and extends to about 246 square miles, or 160,000 acres, or rather more than a fifth part of the neighbouring county. It may be described as a tableland, but with a general inclination towards the Clyde.

Valleys occur at intervals with fertile soil, and land rich in quality abounds on the banks of the principal river. While the central part is undulating, the west and south-east rise into hills, but not of a very elevated character.

Limestone and other valuable formations abound, while the coal district extends for some miles, from near the centre to the south-eastern extremity of the county and onwards.

Cultivation.

8. A considerable portion is arable, and nearly all kinds of crop do well, and the proximity of the great city of Glasgow affords an excellent market for hay and other produce. In the higher grounds there are extensive ranges of good permanent pasture.

It appears that while the average number of cattle for Scotland stands at 6·3 per 100 acres of total area, it rises for the county of Renfrew to 17·5 for such acreage.

Farms.

9. The farms are generally of small extent, those of 50 to 100 acres being most numerous, and seldom do they reach to 300 acres. Many, if not most of the holdings, are managed by working farmers, who, having the help of their families, require little outside assistance, and this would seem to be so both in arable and dairy farms.

Sometimes the "Bowing" system prevails, by which the farmer lets out his cows, with food for the same, to a man occupying premises on the farm.

Estates owners.

10. Estates of some considerable extent are held by large owners, and these, as in Ayrshire, are ratther consolidated than dispersed.

Of the two more strictly agricultural counties, Ayr and Renfrew, there is in the former, of the total land occupied, a proportion of about one-twelfth owned and occupied, and in the latter rather less than an eighth.

Bute. Description.

11. The Isle of Bute, with a length of 15 miles, comprises 30,000 acres, of which a large portion is cultivated; towards the north as much as perhaps a third is hill pasture, moor, and mountain land. The proportion of water area in the form of lochs within the island is rather extensive.

* First year, oats; second, green crop (turnips or potatoes); third, oats or wheat, sown down with grasses and clover; fourth, pasture or hay; fifth, pasture.

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B.-II. AYR, RENFREW, BUTE, AND SOUTH ARGYLL.

Farms and cultivation.

12. The holdings are usually small. The estate of the Marquis of Bute, who owns almost the whole island, is divided into 84 farms, rented some as low as 50*l.* and under, and a very few from 200*l.* to over 300*l.*; those let at from 50*l.* to 150*l.* a year being the most numerous.

The farming is arable and dairy, and there are some sheep farms, but the principal industry is the dairy, usually worked by the farmer's wife, with some assistance.

The rotation adopted is that of a seven-course shift, thus: 1st year, corn out of lea; 2nd, roots; 3rd, corn sown down; 4th, hay; and 3 years in grass.

South Argyll. Description.

13. The district assigned to me as South Argyll I understood to be the Peninsula of Kintyre, and a certain area of cultivated land to the north of Lochgilphead, including therein part of the lands of Poltalloch and Kilmorey. The peninsula contains along the western shore, and to some degree along the eastern side, light land favourable to potato culture, and rises towards the centre, near which, at parts on a sort of narrow tableland, green and other crops abound.

Around Campbeltown, and at the south-eastern extremity, as at the junction with the mainland on the north, there is a wider area of cultivation, and well-ordered farms, of mixed arable and dairy character, are to be met with. The south-west corner reaches a high altitude, with a bold and perpendicular front to do battle with the fury of the ocean, while along the whole centre of the peninsula roll the lofty hills, here and there interspersed with a narrow glen and in the north with many a freshwater loch.

Farms and cultivation.

14. The holdings are generally small, but vary from 50 to 300 acres, at rentals of 50*l.* to 500*l.*, and, whether dairy or arable, are often cultivated by the tenants and their families, with some assistance. About a century ago, the Ayrshire people set their eyes on the peninsula, and came over to farm in considerable numbers. This movement may be said to be continuing, and some tenant farmers resident in Ayrshire now hold farms in both counties. The rotation of crops adopted is that of the six-shift: for the 1st year, oats; 2nd, green crop (turnips or potatoes); 3rd, barley or oats; 4th, hay; and 5th and 6th, pasture. In the hill land there is a considerable area of pasture suitable for sheep only, and much of this is held in large tracts.

AYR, BUTE, RENFREW, AND SOUTH ARGYLL.

LABOUR SUPPLY.

Present supply.

15. Proceeding to state in respect of the above counties the effect of the evidence relating to the various heads of Inquiry, and dealing first with the supply of labour, I have to report that the supply was declared very generally to be insufficient, and, where it was stated to be otherwise, it was admitted that there was a paucity as compared with former years.

The deficiency was most marked in the case of females, and apparently this was so, whether they were required for ordinary field work or for dairy work, though in the latter case the deficiency was more serious, and could not be partially rectified, as with field workers, by help from neighbouring towns or villages. The want of labour was in some districts felt as a grievance only in the busy season of the year.

Immigration.

16. It was generally recognised that immigration of any kind was less than formerly, and in Argyll was spoken of as practically extinct, the immigrants being in nearly all cases Irish. In Ayrshire, however, a considerable proportion are still to be found annually; they arrive early in the year for potato planting, taking next turnip singling, then early potato lifting, and lastly the corn harvest. It is stated that they usually return to Ireland with considerable funds.

Efficiency.

17. The personal efficiency of the agricultural labourer was thought to be rather less than formerly, though it was said that with the greater use of machinery more individual work was actually effected. In regard to women, the complaint was more emphatic.

As to comparative efficiency with other districts, information was not always available, but the impression left was that the labourers held their own in regard to surrounding districts, though not with some of the more distant, such as the Lothians. The men themselves naturally took a different view of their capabilities, but they stated on one occasion that it would "take all the young men's time to beat their predecessors," and on another that the "labourers of "the present day did not work so hard as was the "practice formerly," an observation which called forth loud protests from some of the other labourers present.

CONDITIONS OF ENGAGEMENT.

THE AGRICULTURAL LABOURER.

Mode of hiring.

18. The employment in all this district was regular and continuous in the case of the ordinary staff of the farm, but with some of the field workers and harvest hands necessarily casual and intermittent.

MARRIED MEN IN COTTAGES.

The married ploughmen and cattlemen, or cotmen, as they are often called, because they usually live in cottages, are engaged by the year, though, in some cases, a practice has arisen of the masters engaging their men for six months; then, if found to their mind, re-engaging them for a year. The hiring, though by the year, is not always at a wage of so much a year, but at so much a week. Although there was occasionally an indication that the men hired at so much a year received their funds practically at the half year only, it is very frequently the practice of the masters to advance what is required from time to time, and in Ayrshire even to pay a fixed proportion every fortnight. So that assuming the sum was large enough (10*s.* a week, or 1*l.* a fortnight was named), this would get rid of the difficulty sometimes pressed that from want of ready money the men had to pay credit prices for their goods.

SINGLE MEN.

Single men on the regular staff are engaged by the half year at so much the half year, and usually so paid. This they wish altered to more frequent payments, although they can, on request, generally receive instalments.

OTHER LABOURERS.

Ordinary labourers are hired by the day or week. Women workers in the field by half-year and boarded; or by the day, and sometimes by the piece, and all paid accordingly.

WOMEN.

The married man is expected to provide a field worker, but this condition is not much insisted on, and if they have no sons or daughters to go out, the obligation to take in a lodger for the purpose is not now imposed. The wages due to workers are paid to the cottager who engages them. The wife occasionally, if not frequently, goes to the fields, but farmers say they do not care to encourage this, as it is no real advantage.

It was stated, nevertheless, at Girvan, in Ayrshire, that one reason for comparatively less efficiency among the farm servants was that the efficient men preferred to go to other occupations, where they obtained employment for their wives and families.

Hours of work.

19. The actual time occupied in labour was not so much in dispute as in my former district, and the hours of farming work came out about as under:—

Classes.	Summer.		Winter.	
	From	To	From	To
Ploughmen and others engaged with draught animals	7.0 a.m.	6.0 p.m.	Daylight	Dark.
Cattlemen	5.0 a.m.	6.0 p.m. or later.	Same as in summer.	
In part of Argyll, ploughmen and others.	5.30 a.m.	6.0 p.m.	Daylight	Dark.
Ordinary labourers	7.0 a.m.	6.0 p.m.	Daylight	Dark.
Women in the fields	7.0 a.m.	6.0 p.m.	Daylight	Dark.
Women in dairies	5.0 a.m.	7.0 p.m. or later.	5.0. a.m.	7.0 p.m. or later.

Children are not employed unless old enough to work with women in the fields, and for same hours, and in some places not till 14, and then for half time only.

Dairy women's hours vary according as the farms are near a town or not. Many farmers do much of their own work, driving the milk cart sometimes, so as to be in town by 6.30 a.m. This means that in some cases the milking must have commenced before 5.0 a.m., and, as a matter of fact, it is begun in some places at 4.0 a.m. and even at 3.0 a.m. winter and summer. Indoor duties of a domestic character may occupy till 8.0 p.m. when the morning work was started at five.

It is said, however, that in the afternoons there is not much to engage the dairy maids, and that this is certainly the case in winter, when they often do their own work. I believe this is so, though I am disposed also to credit a witness in Bute, who stated, as others did, that women were in some farms virtually "on the tramp" all day long.

Meal hours.

20. The usual hours for meals are nominally from 6.0 to 7.0 for *breakfast*, but the time really depends

* In a few places only, and then breakfast at seven.

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PLOUGHMEN'S HOURS IN FULL.

partly on the hour at which men start to work in the morning, and partly on the requirements of different farmers. I should say that the interval varies from 30 to 45 minutes. *Dinner time*, barely an hour; *supper*, after work in the fields and stabling of horses.

As regards ploughmen and others engaged in similar duties, they are expected to be in stable at 5.0 a.m. winter and summer, and to be busy feeding horses, cleaning stable, and preparing food for the after part of the day. They start for the fields at 7.0 and work till 12.0, resume at 1.0 and work till 6.0. Stable work then occupies from 30 to 40 minutes; but with some it is the custom for the men to take turn in visiting stables at 8.0 p.m. I found considerable contradiction about the 5.0 a.m. hour, the farmers very generally agreeing that it very often meant 5.30, and certainly so in winter, that hour being in some cases so fixed for the winter months.

The men did not concur as to being so late as 5.30 in summer or in winter, when not so fixed.

They said "if not there we should hear of it," but still I take it that while they did occasionally hear of it, they often did not, and, indeed, they sometimes admitted that they were not kept to the hour. Thus 5 a.m. cannot be taken as the absolutely uniform rule; though it is, no doubt, the case that, with not a few, the day is then started, and activity in stables or near by is expected, with but little range for breakfast.

Taking the whole day together the time occupied was generally set down by the masters as, in summer time at 10 hours in the field, and in winter between 7½ to 8 hours.

To this they added 1½ hours for stable work and journeys thereto, or when at a distance on a large farm the men did not break off earlier, then some minutes more. I am of opinion, however, that with men who really start at 5 a.m., the whole time engaged in summer is about 11 hours and 45 minutes, and in winter about two hours less, except when occasional carting in the late afternoon is demanded.

WAGES AND EARNINGS.

(a.) Ayrshire Married ploughmen.

21. In the four counties in question the wages of married ploughmen are paid partly in money and partly in kind. But the proportion of one to the other varies between the several counties.

In AYRSHIRE, wages are arranged as follows: the farm servants' engagement is by the year, but at so much a week in money and benefits, *i.e.*, payment in kind by yearly allowance. The figures are thus given by the men themselves at one of their meetings:—

Money wage 13*s.* to 14*s.* a week, or, say, 35*l.* per annum.		
Free house and garden, say	4*l.*	,,
Meal and flour, 10 bolls* at, say, 15*s.*	7*l.* 10*s.*	,,
Total	46*l.* 10*s.*	,,

But at the same meeting it was stated that some men were paid differently, the money wage being higher, and the payment in kind confined to a free house and the carting of coals. On this footing, and at 18*s.* in money a week, the total annual amount was 50*l.* 16*s.* (46*l.* 16*s.* and 4*l.*). It will be observed that there is no estimate for driving coals in the former statement of earnings, and accordingly the masters at a subsequent meeting, while accepting the main figures as correct, pointed out that this should be included, and thus they added 1*l.* 10*s.* to *each* amount, for in the latter the item, though mentioned, cannot have been included. Taking a survey of the wages in the county generally for married ploughmen, I find that the masters' estimates and those of the men do not differ very materially, the difference turning chiefly on the value placed by them respectively on the goods given as payment in kind, and including therein the dwelling-house.

Payment in kind.

When the money wage is higher, the payment in kind is, as a rule, less. The limited payment in kind of house and coal carriage is pretty well fixed at 5*l.* 10*s.*, but the more extensive allowance, which includes also potatoes and meal, varies from 11*l.* 10*s.* to 14*l.* according to the goods included in the list of benefits, or to the gratuities granted in each particular case.

Milk in this county is not part of the benefits precisely, but it is sold to the labourers at farm prices. On the whole the wages of a married ploughman or cattleman living in a cottage and provided with allowances may be estimated at from 49*l.* to 51*l.* per annum.

The masters call attention to the fact that where the labourer's wife can go out to do occasional work she often does so. It was stated that by such means she might add from 8*l.* to 12*l.* to the family purse. Also, the family will in some places secure an additional sum by the making of kelp from sea-weed, the profit therefrom being, however, diminished by a kind of royalty levied, but only in particular cases, on behalf of the proprietor claiming certain rights on the sea-shore.

(b.) Shepherds.

22. Shepherds in this county have no special rate of payment, at least in the cultivated districts, their wages being much the same as those of ploughmen, with usual additions, and the period of engaged service identical.*

(c.) Single men.

23. Young unmarried men in charge of horses are usually engaged by the half year, and at so much the half year, with no addition for harvest. The figures seem to be lowest in the western and southern parts, and to rise gradually to the northern or Kilmarnock district. In the former the wage runs from 13*l.* to 16*l.* the half year, with bed and board in the farm-house; while in the north the figures rise, for a good ploughman, to 15*l.* and 20*l.*, with like addition.

The more usual wage, however, throughout the county would be from 14*l.* to 17*l.* the half year. It should be noted that in all parts unmarried servants differ somewhat in age, and a good deal in experience.

Bed and board.

As to the value of bed and board, little evidence was offered, much depending on the quality of the materials supplied in each particular case; and a statement at an open meeting scarcely affords (from unwillingness to disclose domestic arrangements) very reliable information. Having, however, by correspondence obtained some particulars, I consider that in this county from 8*s.* to 9*s.* a week will cover the full accommodation granted.

The whole wage per annum, therefore, of such farm servants represents, or may represent, from 48*l.* 16*s.* to 57*l.* 8*s.*, taking lower and higher sums for maintenance of the inferior and superior men respectively.

(d.) Ordinary or occasional labourers.

24. For the occasional labourer 15*s.* to 18*s.* was the usual wage. Women going out to farms to assist in the milking would be paid, presumably, according to the work done, or time taken, but the figures given were as much as 1*s.* a day and as low as 3*s.* 6*d.* a week.

(e.) Grieves.

25. The farm steward's wages are often but little above those of the ordinary ploughman, and sometimes his duties of overseer are only an addition to his daily work of senior ploughman, such latter arrangement prevailing, of course, only on small farms. Still where the duties are more defined and involve some responsibility, the difference of wage, 3*l.* to 5*l.* or 6*l.*, seems to be slight.

(f.) Women and boys.

26. Women here, as in other parts of Scotland, are much employed in farm work, though the supply, as has been stated, is always for that purpose getting more scarce. In Ayrshire the amount paid on a half-yearly engagement with board in the house varies from 9*l.* to 11*l.*, and field-workers engaged by the day, whether from a village, or the families of the ploughman on the farm, the rate is usually 1*s.* 6*d.* a day, though in one place 1*s.* 3*d.* was stated by the men as the wage for winter work.

Fieldworkers sometimes do milking or other dairy work before and after field work as required, and if not boarded servants, are paid extra.

In the mixed arable and dairy districts there is less, and sometimes no field work in the sense of the labour required on purely arable farms, and a staff of dairy-maids and byre-women is provided. The dairy duties being considered heavy and the hours long, the wages are somewhat higher. A good chief dairy-maid, especially in a cheese-making district, is difficult to obtain, and the remuneration required is said to be constantly rising. Usually, however, dairy farms are small and managed by the families.

Young lads usually receive same wages as women working in the fields; children are scarcely employed at all.

Piece-work.

27. For the regular farm servants piece-work is out of the question. But others engaged in duties connected with farming are sometimes paid in that manner. For a drainer, cutting ordinary three-foot drains in average soil and filling, the piece wage was not given; the more usual payment is by the day, and at the rate of 3*s.* 6*d.* to 5*s.* on the Kilmarnock side. Women are engaged pulling and shawing† turnips at from 6*s.* to 8*s.* an acre.

Harvest.

28. In harvest the regular staff receive no extra pay, but usually refreshment for extra time. In one quarter food, or its value in money, was given during the whole harvest. Women workers 3*s.* to 3*s.* 6*d.*

* A boll is 10 stones, or 140 lbs.

* They have also at times a cow of their own, with followers (calves for some months) feeding on the farm, meal being usually supplied at their own expense.

† Topping and tailing.

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B.-II. AYR, RENFREW, BUTE, AND SOUTH ARGYLL.

(2.) Renfrew.

(a.) Married ploughmen.

29. In RENFREW the wages are higher than in Ayrshire, owing probably to the manufacturing and seaport industries, and this, although the rather large proportion of small dairy farms, where but few males besides those of the family are employed, must operate the other way.

Married men in cottages are not, therefore, numerous, the assistance required being largely obtained by unmarried men living with the farmers. But when engaged, the wage of the married man is nearly all money, *i.e.*, about 1*l.* 1*s.* a week.

The following wage is paid by a farmer of a medium farm to his head ploughman:—

	£	s.	d.
By the year, money - -	54	12	0
House - - - -	5	0	0
Potatoes, 3 bags - -	0	18	0
Driving coals - - -	1	0	0
Total -	61	10	0

An ordinary ploughman may earn 1*s.* a week less; the perquisites, however, varying, for they may be limited to a house and coal cartage, or may include, further, a boll of meal, value 15*s.*, and two bags of potatoes; in which case the wage would amount to 58*l.* 7*s.*, but in others may reach to fully 60*l.**

Unmarried men, women, and others.

30. Young unmarried men living in the farmer's premises, and boarding with him obtain from 12*l.* the half year upwards; the more experienced and older receiving from 15*l.* to 18*l.* Ordinary labourers receive from 18*s.* to 1*l.* 1*s.* a week for steady work, odd men for the day are paid higher, and near Paisley receive 4*s.* a day, and 5*s.* and 6*s.* for harvest. During recent distress at Glasgow, some thousands being said to be out of employment, some Irishmen applying for work refused to assist in filling manure carts for less than 4*s.* a day, although actually on the farm (near Renfrew) at the time, and with the short hours at that season. They had been offered 3*s.* 6*d.*, and on this being refused, assented to the farmer's remark that probably they "would now apply as indigents for Glasgow soup."

Women, per day, 2*s.*; hay making, 2*s.* 6*d.*; harvest, 3*s.* to 4*s.*; when engaged by the half year and boarded, the pay is about 11*l.* for that period.

Harvest.

31. The regular farm servants receive no extra pay for harvest, but refreshment for extra time.†

Piece-work for drainers working at a drain 3 to 3½ feet deep, average soil, 6*d.* to 10*d.* per pole of 5½ yards. Shepherds are not numerous, and have about same wages as ploughmen.

Competing industries.

32. As for competing industries, there are, in addition to works and manufactures similar to those in Ayrshire, the requirements of riverside towns, shipbuilding, and the numerous demands of the seaport of Greenock. In closing these remarks as to wages in Renfrew, it should be stated that the necessaries of life are considered to rule high.

(3.) Bute.

Married men.

33. In the ISLE OF BUTE the married ploughmen receive about 5*l.* less money wage than in Renfrew; perquisites, though granted, somewhat uncertain in kind and quantity, still 5*l.* or 6*l.* less on the total wage may be estimated.

Single men and women.

Unmarried men do not show so great a fall; for inferior men, 12*l.* half year, and best, 16*l.* to 17*l.* is paid. Women, inferior, 9*l.*, and best, 10*l.* to 11*l.* half year; but it is agreed by the farmers that for the work done they are not paid in proportion to the men; and so it was said in Renfrew.

Piece-work.

As to piece-work, the price paid for cutting an ordinary drain was 7*d.* to 10*d.* per 18 feet. As to

Competing industries.

competing industries, it is alleged that young men are drawn to the navigation of the local steamboats. Although this might be thought too small a matter to affect the position of the farm servants, it may be that the competition operates, nevertheless, when one hears that in summer the Clyde will carry steamers to Rothesay 90 times in a single day.

(4.) South Argyll.

34. In SOUTH ARGYLL married ploughmen are paid in various ways, but the following figures were given at a meeting of farmers:—

(a.) Married Ploughmen.

	£	s.	d.
Ordinary ploughman, money wage	24	0	0
Cows' grass and winter keep - -	8	0	0
10 bolls of meal of 10 stone each -	8	5	0
Coals driven, 10*s.* to 30*s.*, say - -	1	0	0
About a ton of potatoes - - -	3	0	0
House and garden - - - -	5	0	0
Total -	49	5	0

If no cows' grass, money is 30*l.* to 32*l.*

* A "bag" is 2½ hundred weight.
† For wages of others see Par. 30.

I was specially reminded that here, as in all the counties, the cottages going with the farm, the farm servant pays neither rates nor taxes.

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(b.) Unmarried men.

35. Unmarried men receive 10*l.* to 12*l.* per year, with usual board; superior receiving 14*l.*

Women: dairy-maids, 10*l.* to 12*l.* per half-year; superior and in full charge, 14*l.*; out-door workers, 8*l.* to 10*l.*, and all living in house.

(c.) Ordinary labourers.

36. Ordinary labourers obtain 3*s.* to 3*s.* 6*d.* a day, but in winter rather less, and about same, 3*s.* to 3*s.* 6*d.*, for harvest.

At the distilleries 1*l.* 2*s.* a week is given.

In 1854 a day labourer was paid 2*s.* a day, but now 4*s.* is occasionally paid. Joiners, 4*s.* 8*d.* and 5*s.*

Competing industries.

37. The only occupation in South Argyll that seemed to compete for agricultural labour were the distilleries at Campbeltown and sea fishing. The former comprised about 22 distinct establishments, and were at one time even more numerous. It was said that drunkenness was not such an open evil as might have been expected, but still that among the fisher folk and their wives there is a considerable consumption of spirits, disastrous to them in many ways.

COTTAGE ACCOMMODATION.

Supply.

38. The cottages, almost as a universal rule, go with the farm, and are under the control of the farming tenants, who assign them free of rent to their servants as part payment of wages. Sometimes, but rarely, as in South Argyll, a quasi rent is obtained, the wife milking cows for the accommodation given.

There was a general agreement in the whole of this District that in the matter of house accommodation for agricultural labourers the state of things was unsatisfactory. The most general complaint, proceeding usually from the farmers, was as to a deficiency of supply, and the next, more usually from the farm servants, as to their inferior accommodation and condition.

Descriptive.

39. The complaint as to accommodation and condition refers to the older cottages, though occasionally I heard it put as a grievance that there was in some modern ones no wash-house. On a general survey, however, one can see that much has been done in the way of erecting new buildings, and that cottage accommodation, as a whole, has improved; but as many old dwellings still remain, I feel it right to report upon them, and, taking them first, it is, no doubt, the case that they are, as a rule, very inferior. The accommodation consists usually of two rooms, although occasionally one room is all that is practically available. The size of the living room would be usually 15×14, and the second room or closet generally smaller. It happens rather frequently that the cottage so called is a converted farmhouse, divided sometimes into two habitations, and although this may occasionally afford a larger living room, the ultimate arrangements are not always to be approved. The materials are very generally stone and lime and slates, while the thatch roof is also to be found. The situation is generally convenient for attendance at the farm steading, but the site is often faulty in that a bank of earth is allowed to be in touch with the walls above the floor level. The medical officer of health for the county of Renfrew, referring to causes of illness, states that "the trouble is usually *damp*"; due no doubt frequently to the above.

Accommodation.

Convenient but faulty situation.

This is a frequent source of mischief, yet an afternoon's work by the occupier, extended, perhaps, to the evening, with the assistance of a man with horse and cart, or even a wheelbarrow, would often produce a considerable change. But I did not find any particular wish in the occupiers to undertake such duties, and where they seemed willing to do so I could not gather that the employer would readily grant the time or the assistance, if, indeed, he had ever been asked. So as to drainage, this was clearly necessary very often, and with the co-operation of landlord, tenant, and occupier something might generally be done, with great advantage to the dwelling and little loss to the parties concerned. As to ventilation (still referring to old cottages), that was not much provided for, or indeed missed by the inhabitants. In one case, where the cottage was entirely of wood, and not of old date, the window was not made to open, and this occasionally occurred in permanent buildings. A water supply was usually available at a short distance, but occasionally the approach was bad, or the supply ceased in summer, in which case a long walk was sometimes entailed. Outhouses were to be found, but not in all cases.

Drainage.

Ventilation.

Water supply.

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Condition.

40. The state of repair of many of the older cottages was very frequently unsatisfactory, and in some cases the original arrangements for the first inhabitants had been seriously insufficient, and had not, of course, become less so by lapse of time.

(a.) Old cottages.

41. In Ayrshire the proportions of old and unsatisfactory dwellings was not so marked as in the other counties, although in Renfrewshire the unfavourable side was in a measure corrected by the excellent accommodation on the estates of Lord Blantyre. Near Paisley, however, and also near Greenock, where the proprietors were different, some of the dwellings had apparently been but byres.

In some the ceiling of the living room was composed of branches of trees pressed together and whitewashed. Above these was a layer of turf, and it is possible that when first put up *this* would contribute to the warmth of the room, and without much inconvenience; but with decay of materials the case must be very different, and the means of repairing defects difficult. On one occasion I was informed that the preceding occupier had kept fowls in a loft of the kind, the access being an opening above the entrance passage. In the peninsula of Kintyre, and on the northern mainland in touch with it, houses of a very inferior character indeed were to be found. In one case a fairly good building as to the four walls and roof, but comfortless and rude within, was divided into a shepherd's cottage and a byre, with but one entrance from the outside. The shepherd and shepherdess on entering turned to the left, and the cow and her family turned to the right. In others the uneven damp clay floor of the only apartment, the absence of ceilings, supplemented by bags hung across on strings and black as ink, the small, ill or non-opening windows, the want of elevation above the ground, and decayed thatch on the roof, certainly afforded but too much reason for complaints made to me by those who were not, as well as by those who were, tenants.

I hasten, however, to say that buildings of this very inferior character were not numerous, or at least did not come much under my observation. But in view of the specially inferior condition of those above mentioned, I thought it right to call the attention of the Factors of two estates thereto, inviting observations partly in the interests of the highly respectable and superior families inhabiting the same, and partly from a desire to know the real explanation of a state of things apparently reflecting so grievously upon some person or persons. One was good enough to reply at once, promising to visit and report, and the information given being of like character to that afforded on some other occasions, it may be well to state its effect.

Explanation of bad condition in some cases.

42. It appears that in this case, as in so many others, a small farm having been absorbed into a larger one, "the houses were part of the old disused farm steading, "which were not taken down, but left at the request "of the farmer, and to be kept up and used by the "tenant for his own purposes, wholly at his own "expense." This precisely accords with a statement on the like condition of cottages on another estate, though made by a stranger, and with the further observation that the "cottages" were so established at a time when the produce of arable land ruled high, and accommodation for labourers for the increased arable area had become imperative. The good times having gone, the tenants have now no desire to expend anything to amend dilapidations, and in some cases the cottages remain empty; of the remainder a few are occupied by farm servants, while others are given over to men engaged in other occupations.

The landlord, on the other hand, has still less interest in doing anything, if the majority of the repaired cottages would be unlet, and if, of those let, some would be occupied by persons unable or unwilling to pay minimum rent on outlay. He has good ground, therefore, for pulling down at least all buildings not originally intended for cottages.

The farmers, nevertheless, say, that the cottages of farms no longer separately farmed should be left, for they might be inhabited, and so furnish them with extra labour at busy times.

In the case of the Factor first above referred to, he has very readily promised, although, as between him and the tenant, without any legal obligation whatever, "to "assist the farmer in improving the shepherd's house, "and to provide a ploughman's cottage as soon as "possible."

(b.) New cottages.

43. It must not be forgotten that hitherto I have been speaking of the condition of old cottages only, many being unsatisfactory, some very bad, while others are fairly good. But the remarks made in the report of the Commissioners of 1867 and 1879, to the effect that many new cottages had been built, afford evidence that, besides the old, there are not a few others and of better construction and fuller accommodation, both within and without. In addition to these, there is also, from my own observation, abundant proof of adequate premises having been built since the latter date, and, as a rule, with still further improvements; and it may be taken as general that the most recently erected buildings contain all reasonable requirements. "Larger, higher, and better ventilated," are the words of the spokesman at a farmers' meeting.

Some, indeed, possess the doubtful advantage of an indoor water supply, with the prospect of its almost inevitable incidents—leakages, disordered connexions with drains, &c. I found such a case, and the occupier angrily complained that the defect was not at once corrected. It is to be hoped that if cottages should hereafter have to be erected under obligatory plans, these will not include such scullery arrangements (usually in the living room) unless upon very simple construction; for most certainly the carelessness, or the indifference of the inmates will give incessant cause for trouble to themselves, and annoyance to their employers. I may further add that of the *old* dwellings visited, some were condemned already, and new buildings were in prospect. Among the new cottages, well built and abundantly provided, were those of the Duke of Portland, the Marquis of Ailsa in Ayrshire, and Mr. Hall of Tangey in South Argyll, as well as those on the estates of Poltalloch and Kilmorey, and, I was informed, on the Duke of Argyll's, although two of those proprietors owned old cottages of the class referred to, but held under the peculiar condition specified.

(c.) Bothies.

44. The bothy system proper is unknown in this district, and the qualified bothies I saw were not numerous. The unmarried men's quarters were, more correctly speaking, sleeping places, and usually above or alongside stables, and in most cases it was necessary to go into the stables to get at the communicating door or trap. Although the smell was obvious in the daytime, and, must at night, when animals are all in and the place closed, be much aggravated, a farmer's wife at a small dairy farm in Bute declared that to sleep alongside a stable was considered healthy. In that view, a mere wooden partition, with extensive shrinkage and occasional holes must have been to the bothy a sanitary arrangement. When the bothy was situated above the stables, the roof was always boarded, but there was no fire-place. In other cases they had, sometimes, that accommodation. Females in bothies, in these counties, I did not hear of; they usually slept in the farmer's house, and, I presume, in comfort, for I was not invited to inspect. I visited their room once, when over an outhouse, and found it comfortable, except that ventilation was deficient.

Sleeping places.

The medical officer of health for Ayrshire stated that he had obtained the passing of a byelaw in his district against the use of lofts above byres as sleeping-places. But in Argyllshire, there was quoted to me (after a statement that the people were generally healthy) the saying that "the best live near the cows."

Health of farm servants.

The Rev. J. Strang, of Campbeltown, remarked that he was struck with the general abscence of rheumatism amongst the farm labourers in recent years, whereas, formerly, it was very common, and he was inclined to the opinion that better dwellings explained the change. This may be so, and I have heard, though not in this district, I believe, of men sleeping many years ago in bothies above stables without lath or boarded roof, and finding hoar frost on their beards in the morning.

Gardens, Allotments, &c.

Gardens.

45. There was generally a garden attached to the cottage, but the size varied considerably, say, from the twelfth of an acre downwards. They were usually cultivated, but sometimes not to the full extent, and seeing their moderate size, it seemed strange that any should be neglected, either in whole or in part. This neglect appeared to a greater extent in the northern than in the southern end of my district, but the difference was not striking. The men themselves, in admitting the fact, explained it by the uncertainty of their occupancy; an uncertainty, however, which they did not attribute to the action of their employers.

Allotments.

46. Here, as in the northern counties of Scotland, the testimony was nearly all to same effect, whether from farmers or men, that allotments were not sought after. In some places, however, the labourers gave reasons for their indifference somewhat more defined than in the north, where the fatigue of the farm work

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B.-II. Ayr, Renfrew, Bute, and South Argyll.

was the only ground assigned. For they stated that under certain circumstances they might desire to have facilities for the occupation and cultivation of land. In Ayrshire they said on one occasion that they could not occupy, because they had no capital (possibly in those instances confounding allotments with small holdings), though generally giving the common reason against allotments that, as farm servants, they had had work enough during the day. In South Argyll they said, "Allotments of two acres would be too much "under present circumstances, but a few acres more "would be worth having," meaning a small farm whereon ploughing could be carried on by (as far as I could understand) joint use of animals and implements, or by borrowing from farmers.* Reference to this will be found later on under the head "Small Holdings." Others said they thought they ought to have allotments if they "could secure shorter hours, and have the land near at hand." In Renfrewshire they showed rather more desire for the accommodation: "Allotments of "half an acre would enable us to keep pigs and hens, "whether used for a cow or not." As half an acre could not possibly keep a cow, the idea here was, I think, that by combination and arrangement some cows could be kept over a sufficient number of aggregate half-acres. They expected time to be granted them to perform the necessary labour, "but "would look for same wages, and paying same rent "as the farmer pays for his land."

Acceptable only under certain conditions.

Views of Employers.

Mr. Thomson, farmer, near Greenock, whose family worked on the farm, was of opinion that no allocation of land was of any use "unless there was enough to "utilise a pair of horses, say, 100 acres. It was no "recreation to the labourer, as it was to the small "tradesman, to work at an allotment." Mr. Howie, another farmer in a small but profitable farm in the way of milk, cabbages, and other produce for the towns, thought that "the men could work half an acre with "profit where there was a family." It may be further stated that in the Isle of Bute, where allotments to the number of 41 had been granted on the Bute estate, and at various dimensions, nearly the whole were allowed to fall back to the estate, and only two now remain.

It would thus appear that under present circumstances the appropriation of land for occupation by farm servants is not keenly desired by those most interested, and that, to render the circumstances suitable, questions relating to hours of labour, wages, and others, require consideration and adjustment.

Potato grounds.

47. Potato grounds except to a small extent where pig manure is to be disposed of, are not often granted, partly because sacks of potatoes are already supplied in part payment of wages. In South Argyll, however, land enough for seed to produce about a ton was granted, and manure.

Cow runs.

48. Although cow runs in the sense used in the instructions may not exist, grass for a cow is sometimes given, but except with shepherds is rather rare. The shepherds of large grazing farms indeed sometimes have two cows pastured on the farm on the understanding that they supply the lambs with all needful requirements of milk. A cow's grass is much valued by those who have liberty to keep a cow, though not always with right to winter food; sometimes the cow is provided by the farmer. It is a form of payment in kind which some farmers themselves encourage, such as Mr. Dickie, in Kintyre, who considers that if cow's grass were generally given, even as in his own case in part payment of wages, the married farm servants would be less disposed to flit, the daughters would learn to milk, and the young men, with views matrimonial, incline to keep house and stay.

Live stock.

49. The liberty to keep pigs and hens, granted in many cases, was the only kind of live stock, besides the arrangement as to cows, which I could hear of. The privilege was perhaps more often granted than refused, and when refused was occasionally made good, the refusal being based on the temptations which may be created when the cottages are near the farm buildings, and the damage to the crops by the fowls. Some farmers in Ayrshire thought, however, that too much was made of this, and considered that the men should not be denied the privilege.

Benefit Societies.

Benefit societies.

50. In the whole district very few of the labourers belonged to benefit societies strictly so called, and when they did they could not always specify their exact characters, or say whether they were registered. A certain number, however, belonged to a society of general scope and registered. Others were members of a benefit society lately started in connexion with the Ploughmen's Federal Union.

The Agricultural Labourer.

Trade Unions.

Trade union.

51. In the four counties visited the very frequent answer to the question under this head was in the negative. In Renfrew, however, a start has been made, and in some parts men seem to be joining in fair numbers the Scottish Ploughmen's Federal Union.

According to the farmers and others with whom I conversed on the subject, there were places where there had been several attempts to introduce branches of a Union, without success; but I could not hear with certainty the reason assigned for these failures.

General Relations between Employers and Employed.

General relations between employers and employed.

52. The relations existing between masters and servants were very generally, indeed I may say uniformly, stated, both by farmers and labourers when assembled at their respective meetings, to be at least "fair," and often as "very fair or good." Contemplating the facts and circumstances of the inquiry as a whole I feel assured that their statement was substantially correct, as was also that of a labourer that, here and there on the introduction of a branch of the union, the masters and men did not get on so well, but that afterwards the feeling passed off and good understanding was in the main restored. There were indeed allegations by individual employers from time to time that the men were somewhat more difficult to deal with, that the exercise of any authority, such as the mere direction to do work in a particular way, was too often received with displeasure and obeyed with reluctance, and that the increase of wage was too often followed by less industry and activity. And the men, in like circumstances, would say that the masters were never satisfied, and that their demands upon the men's time were unreasonable. But on the whole I am of opinion that the collective statements of each party afford a fair representation of the general feeling between masters and men in the four counties in question.

General Condition of the Agricultural Labourer.

Preliminary remarks.

53. If in stating the conclusions under this head I were to confine myself to the replies of the two parties chiefly interested, as given to the direct questions put to them thereon respectively, from time to time, the statement of those conclusions would be short and their meaning and effect soon understood.

For, to the simple question, "What is the general "condition of the agricultural labourer at the present "time?" the employers always gave in effect the same answer, first, that it was good, next, that it was better than it had been many years before, and lastly, that in spite of the late bad times for the employers the men's position, so far from sinking correspondingly, had kept its high level, and in some places had even risen higher still.

The men's replies were not so uniform, but still were very generally in agreement that their position was fairly good as compared with former times, and that though their wages had been certainly less, and their hours longer then than now, there was nevertheless abundant room for improvement.

While the preceding paragraphs of the Report must in a measure have already afforded information on this head of the general inquiry, some considerations arise requiring more special reference.

General condition as regards wages, labour, &c.

54. Taking first the agricultural labourer's position as formed by circumstances external to him, wages, hours of work, accommodation, and cost of living, I think it cannot be denied, and indeed he does not himself seriously impeach the statement, that in all these respects there has been a very general improvement.*

The Blue Books of 1867 and 1879–82 show the progress then effected; and advances have been made in more recent times and under conditions which the labourers could scarcely have considered favourable for obtaining better terms for their labour. For they have all admitted that with many years of agricultural depression their wages have not fallen, and, indeed, these have in some places actually risen by one or two shillings a week.

Mr. Howie states that "his labour bill for a farm "near Kilmarnock last year was about 260*l.* or 1*l.* per

* It was usually explained to the men that it was not necessary to claim the whole amount allowed by the Act. The Allotment (Scotland) Act, however, only allows one acre.

* A few articles are considered dearer now: milk, butter, and boots.

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" acre of his holding. This is about 7*s.* per acre more " than would have been the case had the former rate of " wages been paid." Mr. Howie's comparison, however, runs back to 30 years.

Though there is an improved condition generally it is only fair to remember that if, in the matter of cottage accommodation, better dwellings have been erected, the inferior ones above referred to are still occupied by *some* agricultural labourers, and such men do not therefore share in all the departments of improvement alluded to.

Grievances alleged.

55. The special complaints of the men were chiefly as to the still prolonged hours of labour, insufficiency of holidays, payment in kind (occasionally and by some only), and cottage accommodation. Among the minor complaints were—that when the labourers sold their surplus meal to the farmers, their masters, they did not get the market price, or rather the price at which it had been valued to them on engagement.* I did not, however, discover that it was ever so valued to them, and the act itself (under payment) was stoutly denied by the farmers. Another grievance (in Argyll) was that they were expected to gather seaweed on the shore in the late autumn or winter during the early morning, when scarcely daylight, thus floundering in the water and getting wet feet. Some time afterwards, an ex farm servant spoke of this as a real hardship, and severe upon the men. To the question of what was the general condition, &c., the reply of the spokesman at a labourers' meeting at Paisley involved an additional and rather new complaint. "We consider our condition very poor— " because we are not estimated as other trades. We " object to be called unskilled labourers. A man " cannot be a ploughman in a day." The expression "very poor" did not refer to wages, as was indeed allowed afterwards and as the context shows; nor could it, for the earnings happen to be higher in that district than almost anywhere else.

General condition as to domestic management, savings, &c.

56. The position of the agricultural labourer when viewed internally, *i.e.*, as it is affected by circumstances within his own control, was not, I thought, to be excluded from consideration, and I accordingly inquired as to this from various persons, whether connected or unconnected with agriculture. The evidence given was remarkably uniform, and in almost every case tended to the effect that the farm labourer did not, as a rule, turn to the best account his improved means and resources. Ministers of religion, inspectors of poor, and others were all but unanimous on the question. The following are some of the opinions expressed.

Evidence thereon.

57. At a farmers' meeting in Ayrshire, the spokesman in answer to the usual question stated that the general condition was "better than formerly, and satisfactory, " but they are not so well off by thrift as the increase " of wages would imply."

At the labourers' meeting at same place they suggested that saving might not be possible; they stated by their spokesman that "it took a man with a big family " all his time to get through with present wages, though " wages have not come down with the times." Mr. Stevenson, factor to the Marquis of Bute, for property in Ayrshire, stated that the "young men did not im- " prove themselves in any way, and have less moral " strength than formerly." Many miners live in Cummock; with good wages "they keep their houses " in bad order, and about empty of furniture. These " miners, who spend largely in public-houses and " otherwise, lead the young farm servants astray." I thereupon visited some collier rooms in the flats of some houses in the town, and found them in an offensive and deplorable condition. It is said that nevertheless the farm servants occasionally select the miners' daughters as wives. The Rev. H. Arbuckle, Free Church Minister, Kirkoswald, after stating that there is a want of thrift and an absence of improvement, having in view compulsory attendance at school, large wages, and great advance in character of cottages, adds, "as a rule, I " cannot conscientiously say that the farm servant is " better off, or in a better condition than the same " class, when I first came into contact with them, 30 " years ago."

Renfrew.—Mr. Thomson, small farmer, favourably disposed to the men, who, living on the premises, take their meals with him and his family as fellow-workers, concurred generally, and added, "a good farm-servant, a " single man, can save as much as any working man I " know of. The wages are good. Women have double " the amount they had 20 years since. I must admit, " however, that even now they are not paid in proportion, " so well as the men." The minister of the Established Church at Renfrew was disposed to think there was less thrift; and so the Town Clerk, the latter adding that he remembered ploughmen getting 9*s.* a week, and presenting a good appearance. A cab owner of about 55, driving his own cabs, and formerly a working lad, after condemning a neighbouring farmer for his remarks anent neglect of cottage gardens, added that in respect of the *men's* real position for acquired means he thought it was not what it should be, suggesting that the wives were not such good managers as formerly. " Some of these come from Paisley, where they know " nothing at all, and sometimes drink. Thus not being " good managers or thrifty, the farm servants cannot " save so much." Thomas Gallagher, senior farm servant, stated that he could not better himself and was contented, and as to general relations, he had never had a word with his employers. His wages were 1*l.* 2*s.* a week, with free house and garden, some meal and potatoes. Having asked the employers as to this man, I found he was well spoken of in every way. Mr. Aitkenhead, manager of Carron Farm in Stirlingshire, writes that "his father was ploughman in Renfrewshire " 38 years before at 12*s.* a week, and with nothing " more than free house and garden. There were four " children, all articles of diet were much higher then " than now, except, perhaps, butter and milk, and " although there was no free education then, we were " very comfortable."

Change of food.

58. *Argyllshire.*—At a farmers' meeting the reply was that the "general condition is fairly good. But " it is bad in that they part with good meal for tea and " baker's bread. The wives are not so thrifty. Forty " years ago, when wages were ever so much less, more " was saved."

Rev. J. Strang: "General condition is good, they are " now well paid, well fed. Taking the time all round, " they are not hard wrought, though work is severe " enough at particular seasons. As a class they are " not, perhaps, so saving as before, but I do not think " them purposely unthrifty."

Mr. Stewart, Inspector of Poor: "The farm servants " are not much on the poor roll as such, but if they " come into town (Campbeltown) and take to fishing, or " work at the distilleries, and anything goes wrong, " then the still surviving pride forbidding application " for relief disappears, and they immediately apply."

J. Gray, farm manager, Kilmorey: "All people here " are comfortable and satisfied. Their expenditure is " rather more than it used to be, the habits of living " being different. There was no tea or white bread " formerly, and so they are a different race of people " since they took to these."

Special view as to change of food.

59. Apropos of the last remark, I remember that a farmer once took the view that a labourer had no right so to feed himself. Having been engaged in apparent strength, and supplied with nourishing victuals, it was a breach of contract to sell the oatmeal and reduce his system, and so far incapacitate himself for work,

Change of habits, date of.

60. Referring to the report of Mr. Hope to the Commission of 1879–82, I find that the abstract by Mr. Little of the evidence under similar conditions in the county of *Argyll* is "double wages, less work." *Ayrshire:* " Fully one third more wage, live more comfortably"; also "Wages are double since I began to hire, but " labourers are extravagant in living, and mostly poor, " with very few exceptions." *Renfrewshire:* "Gets " more money, but does not appear to be more comfort- "able"; also, "More pay, less provident, worse off."

So that, if these expressions were not unduly severe, it would seem that the change from more prudent management is not of quite recent origin, and, indeed, it is to be traced further back, for I find that, in 1867, Mr. Culley, in his report, upon a wider field of inquiry, states that, from evidence of employers and labourers also, there may be noted "certain indications of a " change in the character and habits of Scotch labourers, " arising from a demand for the increased luxuries of " society." And for this he blames, rightly or wrongly, the modern Poor Law system.

The other side of the question.

61. While it is impossible to resist the general effect of the evidence as to the position of the agricultural labourer in these times, when his wages are adequate, and although it is much to be regretted that resources for future years do not seem to be accumulated as they might be, some facts telling the other way may be now referred to.

* The men's spokesman at one meeting admitted, with a smile, that he could not look for the engagement figure if in the meanwhile prices had risen.

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B.-II. AYR, RENFREW, BUTE, AND SOUTH ARGYLL.

Allusion has just been made to the Poor Laws, and in my former Report it was stated that there was a growing tendency (long noticed) in the agricultural class to take advantage of its provisions. In the present district the information has not been so positive to that effect. And having requested certain inspectors of poor to inform me as to the position of the agricultural labourer on the poor roll, I have obtained answers which go to show that he may still retain his high feeling, for he is not a frequent applicant for relief. Letters or tabular statements bearing thereon will be found in Appendix B., where it will be seen that in the parishes mentioned the regular farm servant is certainly a rare applicant for relief, but that other agricultural labourers do at times make substantial demands upon the parochial treasury. And undoubtedly there are some, perhaps many, farm servants, who as young men do save, and as married men live economically.

As to the former, cases have been mentioned to me where the sum saved seemed considerable indeed. At the same time, the young unmarried man, living in the farmer's house, is in an excellent position for the accumulation of spare wages, and it is probably where the proximity of towns invites expenditure, and, as the employers sometimes allege, intemperance, that accumulation is hindered or wasted. As to the married man, it must not, I think, be taken that the value of all such extra expenditure is entirely lost. For it is, with some, devoted in part to such of the luxuries of life as tend to refinement, and must thus be of some advantage to family life.

Legislative action, how far desired.

The subjects to which farm servants and others looked for legislation on their behalf comprised the following:—

(a.) Payment in kind.

62. Where payment in kind still existed, some spoke for its abolition, but others took a contrary view; the latter being more frequently married men. This form of remuneration appears, however, to be less and less in vogue, and, as previously shown, a money wage with no other addition than a house and garden, with coals driven, is very commonly the complete contract. And yet when the men ask for cow's keep, that obviously is a demand for the increase and not the diminution of perquisites; and if they have a cow it adds much to the profit to keep a pig, which pig probably requires straw, meal, or potatoes; and all these would be best obtained on the farm.

The only farmer at the meeting at Ayr who dissented from those who wished to retain the perquisite arrangement, agreed, nevertheless, that "those who have least "in cash payments have most to show at the end of the "term." Mr. Wallace, another farmer, informed me that a neighbour had engaged a few Forfarshire men who continued to live as in their own county on meal and milk, and that it was at any time quite obvious who were the Forfarshire men; their physique, health, and respectable attire always marked them out. This gentleman gave evidence in 1867, and I showed him what he had stated under the name of Wallis. Much interested, he observed that his remarks at the time were quite accurate, but some of the circumstances which then induced him so to speak of the men did not now exist. "They are not now of so high a standard."

(b.) Holidays.

63. Although at nearly every interview with labourers it was made clear to me that holidays were very generally granted when applied for, the wish was frequently expressed that more whole holidays, or Saturday half-holidays, should be obligatory. The *whole* holidays were not to be fixed absolutely, the number alone being provided for by legislation. The demand for Saturday half-holidays came principally from the younger men, who did not, however, appear to have considered the matter in connexion with the question of wages; for on this being put to them as an aspect of the case, they said they were not disposed to forego wages; but yet they were not prepared with any other reply. The older men, however, suggested that this would have to be arranged at the hiring.

It would be difficult to exaggerate the strong feeling the masters have against the Saturday half-holiday. I believe some would rather give a week at a time. I have alluded to early potato culture and market gardening farms near Ayr; those engaged therein (and of course dairy farmers) say that it is impracticable and altogether unreasonable. One stated that his business, the supply of vegetables, required that orders should be at once attended to, and if an Act were passed giving his men a holiday he would immediately engage another staff to do their work. He said nothing as to the wages of the regular staff in such a case, but he may have had his views. All farmers agreed as to the Saturday being inconvenient as far as men in charge of horses were concerned, because the Sunday alone is often injurious to the animals; nevertheless, I heard of one or more farmers who gave two or three hours off on Saturdays.

THE AGRICULTURAL LABOURER.

The men will not admit that the inconvenience is so great, and say that arrangement could be made for some to stay at home. The masters have hinted that if further holidays or short engagements are forced upon them they will consider their position as to the compulsory maintenance of a servant in full wage during sickness for several weeks.

(c.) Payment of wages.

64. Although, as I have said, the payment of wages in whole or in part is often made with married men by the fortnight or week; unmarried men and the women farm servants are usually paid at the half year, though with frequent part payments on request. This arrangement, it is wished, should be done away with. Some married men press the change in order, as they state, to obtain goods at ready money prices. The young men are louder in their demands, but I cannot but think unwisely so. Part-paid wages already disappear too rapidly, and with payment in full and half holidays on, I can understand the farmers prophesying that nothing will be left to lay by at the end of the term. It was several times said that those servants who asked for no payment in advance were the most steady and best off.

I was much surprised, when interviewing a married ploughman in his cottage, to hear it brought as a *complaint* against the farmers that they consented to make part payments to the young men. The idea seemed to be that the farmers liked to be spared the anguish of parting with a big sum; and yet in all other respects this man's evidence was sound and valuable.

(d.) Hour of labour.

65. Less was made of the grievance of long hours than in the northern counties, and the time occupied is in fact less, but still it is thought excessive.

The hours suggested for adoption were in one case nine in the fields and 1½ hours with the horses. In another it was thought that from 6 a.m. to 6 p.m. was sufficient to cover all the duties. The masters do not think the present hours unreasonable, and would only in some cases curtail them in the early mornings of winter. Barn work in the winter mornings and 8 p.m. stables have been largely given up, though on small farms barn work still exists.

(e.) Feeing markets.

66. The practice of hiring farm servants in the open market is rather dying out in the small country towns, but still prevails extensively in large towns like Glasgow. It was spoken of at a labourers' meeting at Paisley as being highly detrimental to their interests, demoralising as leading to drinking, with loss of money by plunder, and injurious especially to women and girls. It was thought that the authorities should not allow the collection of several thousand persons in the street, but that there should be a hall and a public registry. Masters nearly all agreed as to the evil in large towns, and thought a form of registry might be introduced; but both sides held that this would have to be undertaken after due consideration only, and managed with care and caution. Having alluded to this subject at nearly all meetings subsequent to that at Paisley, I did not find that the labourers as a rule concurred; they had not seen the evil in their own districts, and they liked the holiday. It was not, even at Paisley, suggested that there should be compulsory legislation on this point. As far as the women are concerned, a lady, Mrs. Beith, has undertaken the management of an association for their protection during the hiring days, and at Paisley this action was gratefully recognised.*

(f.) Small holdings.

67. The reference to allotments when made to labourers occasionally raised the question of small holdings, and although I explained that these did not strictly come within the scope of our inquiry, I took note of what was advanced.

They put it that when somewhat disqualified by age for full work on a farm, and as early as 40 years of age, they might, nevertheless, be able to cultivate a small holding, apparently from 50 acres upwards, and to work at spare times for the neighbouring farmers, and so keep themselves from the poorhouse. Asked as to the stocking of such a farm, they said they could do so out of their savings. Being surprised at this, I asked

* I visited the Hiring Market at Glasgow on a quiet day after the principal fair; the crowd was orderly, and at that time, early afternoon, there was no inebriety. I looked into the hall provided by Mr. Beith for the women and found it full and business going on, with Mrs. Beith in command. A good many were also outside on hire with the men.

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if I had not misunderstood, and 40 years' *service* from 12 or 14 years of age was not intended. I was told "40 years of age." This was afterwards said to be possible both by a tenant farmer and a labourer. This surely points to three things: good wages, necessaries of life, if high not extravagantly high, and great thrift. In Ross-shire, where the same point was raised, the spokesman of the labourers said that for the stocking he would look to the Government. As to the advantage of such holdings to labourers, the farmers, in such occasional conversation as I had with them thereon, expressed themselves unfavourably, saying the labour would be great, the cultivation uncertain in relation chiefly to horse power, and the tenant unable to stand the shock of consecutive bad seasons.

Conclusion.

68. In bringing this report to a close, I feel it my duty to state that though the visits of an Assistant Commissioner to investigate the condition and circumstances of the agricultural labourers cannot have been, in these specially depressed times, altogether agreeable to the tenant farmers, they invariably gave to my inquiries the fullest assistance. The labourers also at all the meetings gave ready attention to all my questions, and in other ways spontaneously assisted me. Although I thought it right at the end of such meetings, when thanking them for their attendance and for the temperate manner in which they had given their evidence, to remind them that Assistant Commissioners had no power to grant any demands, that it was for the Commission, after hearing both sides, to say whether any grievances existed, and, if so, whether these should be remedied, if at all, by legislation, the observations were invariably acquiesced in and sometimes applauded.

I ought also, on behalf of the Commission, as well as on my own, to testify to the courtesy of the Press in making my visits known and in other ways aiding the inquiry; and, lastly, I desire to express my warm thanks to the various officials of the different counties, who with much assiduity took all the necessary measures to launch me into the districts of which they were respectively in charge.

I have, &c.
(Signed) H. RUTHERFURD,
(Assistant Commissioner).

APPENDIX A.

ABSTRACT from AGRICULTURAL RETURNS, 1891.

County.	Land and Water Area.	Arable.	Permanent Pasture.	Rented and Occupied.	Owned and Occupied.	Total Acreage of Land Occupied.
	Acres.	Acres.	Acres.	Acres.	Acres.	
Argyll - -	2,092,458	59,416	74,137	108,035	25,878	133,913
Ayr - - - -	728,186	191,097	128,141	292,897	26,593	319,490
Bute - - - -	140,327	16,913	8,466	24,670	1,034	25,704
Renfrew - -	160,407	46,679	47,417	83,013	11,238	94,251

APPENDIX B.

RETURNS of AGRICULTURAL PAUPERISM in PARTS of AYRSHIRE, RENFREWSHIRE, and ARGYLESHIRE.

The following tables have been supplied by various Inspectors of Poor in answer to questions put to them as to the relative position of the agricultural labourer on the Poor Roll. A form accompanied the letter of request, but the answers were in tabular form in two cases only, and they are given as supplied to me. In other cases the information was contained in ordinary letters, and Table III. has been framed so as to include corresponding facts, so far as comprised in such letters.—H. R.

APPENDIX B. (1.)

Parish of Kirkoswald, Ayrshire.

Valuation, 15,345*l.* Population in 1881, 1,781, perhaps a little less now.*

TABLE showing the number of cases on the Poor Roll of the Parish as at 14th May 1892, and the trades or occupations in which the paupers were formerly employed.

Year.	Domestic Service.	Agriculture.	Miscellaneous Occupations.	Total Cases.	Per-centage of Pauperism connected with Agriculture to total Population.†
1892	5	6	11 (6 in number.)	22	·33

There are 52 farms in the parish at rents varying from 50*l.* to 910*l.* per annum. Agriculture is the principal industry.

ALEX. HERRON,
Inspector of Poor.

* The population in 1891, per census, 1,652.—H. R.
† Per-centage to total pauper cases, 27·27.—H. R.

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APPENDIX B. (2.)

COUNTY OF RENFREW.

Parish of Houston.—Area, 7,644·057 acres. Valuation, 14,189*l.* sterling. Population in 1891, 1,946.

TABLE showing the number of cases on the Poor Roll of the Parish as at 14th May in the years 1882, 1886, and 1892, and the local branches of trade or industry in which the paupers were previously employed or connected with.

Year.	Cotton Factories and Bleachfields.	General Labourers.	Domestic Servants.	Miscellaneous, including Blacksmiths, Joiners, Gamekeepers, Clerk, Seaman, Miners, and Shopkeepers.	Widows or Dependents of deceased Agricultural Labourers.	Agricultural Labourers.	Total Cases.	Per-centage of Agricultural Pauperism, including Labourers and Widows, &c. to Total Population.*
1882	26	28	15	16	3	1	89	·2
1886	7	12	9	8	0	1	37	·05
1892	5	17	5	10	2	1	40	·15

* Per-centage to total pauper cases 1892, 2·5.—H. R.

Number of farms in parish, about 60, representing an annual valuation of 9,000*l.* sterling.

Wages of Agricultural Labourers in District.

Married ploughmen or labourers paid weekly a sum from 20*s.* to 22*s.*, with free house in addition.
Single ploughmen or labourers paid from 30*l.* to 34*l.* per annum and board.
Female farm servants paid from 20*l.* to 23*l.* per annum and board.

The parish of Houston is mainly agricultural, but, as the above table shows, pauperism in connexion with this branch of industry is very small.

JOHN DALZIEL,
Inspector of Poor.

NOTE.—Mr. Dalziel writes,—
"General labourers' column includes many who are employed at odd times in farm work, but on day's wages, and, in my opinion, are distinct from agricultural labourers. They make up a large proportion of the village population."

APPENDIX B. (3.)

County.	Parish	Year.	Total Population.	Agricultural Population.	Agricultural Paupers.	Other Paupers.	Remarks.
Ayr - -	Ardrossan	1889	About 10,000	About 440	0	130	40 farms between 20*l.* and 400*l.* Valuation of parish, 53,721*l.*
		1890			0	128	
		1891			0	119	No application for relief from agricultural population in those years.
		1892			0	113	
Ayr - -	Ballantrae -	1892	1,268	—	2	36	Wages 25 years ago 1*s.* 6*d.* a day, now 3*s.* a day, and over.
Argyle -	Campbeltown.	1892	10,260	—	22	144	100 farms from 50*l.* to 600*l.* Acreage, 43,750 a. Valuation of parish, 60,124*l.*
Argyle -	Craignish	1886	600	Nearly the whole.	14	10	The parish is entirely agricultural. The persons relieved were employed in agriculture, but were not farm servants.
		1892	400	" "	9	13	

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ROYAL COMMISSION ON LABOUR.

THE AGRICULTURAL LABOURER.

SCOTLAND.

REPORT

BY

MR. H. RUTHERFURD
(ASSISTANT COMMISSIONER),

UPON THE

COUNTIES OF STIRLING AND DUMBARTON.

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THE AGRICULTURAL LABOURER.

To GEOFFREY DRAGE, Esq., Secretary,
Royal Commission on Labour.

2, Harcourt Buildings, Temple, E.C.
February 14th, 1893.

THE AGRICULTURAL LABOURER.

SIR,

(1.) I have the honour to submit my report on the position of the Agricultural Labourer in the third district assigned to me in Scotland, comprising the cultivated areas of the counties of Stirling and Dumbarton. This district was visited during the month preceding Christmas, 1892.

District visited.

I propose first to state the result of my inquiries in these counties so far as they relate to the questions of labour supply, conditions of engagement, and wages and earnings, for each county separately; and then, with regard to the remaining heads of the Notes of Inquiry, to present my conclusions thereon for the two counties jointly.

Mode of inquiry. Public meetings.

(2.) In making such inquiries I adopted the course followed in the two previous districts, with perhaps more assistance from representatives of Ploughmen's Unions.

Meetings of tenant farmers and of agricultural labourers were held, usually on separate occasions, at several places in the two counties. Occasionally it happened at the men's meetings, these being the more numerous, that farmers, in ignorance of the arrangement, were present. When this was discovered I called the attention of the farmers to the rule I was in the habit, though not with absolute uniformity, of observing.

But invariably the men asked that their employers might remain, and from this concession I never found any inconvenience to arise. These meetings were held in obedience to the instructions issued to the Assistant Commissioners, and I am of opinion that there is an advantage in the holding of a public inquiry relating to a matter of public interest. It is also advantageous to the parties chiefly concerned that each should know at the time what is urged, or complained of, by the other. But while I have found it useful to have the evidence of the farmers commented on by the labourers, and that of the labourers adverted to by their employers, I have occasionally found also that the statement of a labourer in the field, or in his own cottage, qualified to some extent the evidence given on his behalf, and in his presence, at a public meeting.

Personal interviews.

(3.) I have always endeavoured to obtain such personal interviews, and this kind of information so acquired at all times seemed to me valuable, as being given with perfect freedom and in a natural manner. I could have wished, therefore, to pursue this mode of inquiry more thoroughly, and to reduce the public meetings.

But besides the practical difficulties from the engagements of the men, the short days, &c., in holding such personal interviews, there was a sort of necessity, if one meeting of labourers were held, to hold others, in order to avoid the complaint that any place had been overlooked.

For though with the farmers I contented myself in one case with holding one public meeting alone for the whole county, I could not impose such long journeyings upon the time and purse of the labourers. Further meetings were therefore held.

Besides these chief sources of information, I availed myself of the knowledge possessed by others in departments of life unconnected with agriculture, but where the individuals, from early association or otherwise, were well qualified to supply the facts desired.

A. STIRLINGSHIRE.

Description.

(4.) The county of Stirling extends in a somewhat oblong figure from the Firth of Forth on the east to the shores of Loch Lomond on the west, the river Forth forming the main northern boundary, and dividing it from the county of Perth. Various small rivers or streams on the south and south-east mark off the dividing line from portions of the counties of Lanark and Linlithgow, and of a detached part of Dumbartonshire. A considerable proportion of the centre of Stirlingshire consists of high uplands, and, indeed, the cultivated area may be very nearly described as confined to its outer edges, except where, at the south-west extremity, a comparatively level portion intervenes between the main uplands of the county and their re-appearance along the eastern border of Loch Lomond. Here these continue to rise until towards the north-western boundary of the shire they attain a mountainous character.

B.—III. STIRLING AND DUMBARTON.

(5.) The arable district is principally to be found on the northern side, and is in fact comprised in the valley lying on the right bank of the Forth, and largely consists of the well known Carse of Stirling. This extends westwards for a number of miles, the soil being mostly a stiff clay, and specially hard to work. In estimating horse-power for the cultivation of this land it is considered that if 70 or 80 acres of ordinary soil is a fair allowance for a pair of horses, not more than 40 acres should be undertaken in the Carse country. There is, however, in parts poor clay, which with dashes of alluvial soil is more easy to work.

The cultivated area and its cultivation.

The rotation adopted on the stiff clay land is that of the six shift, viz. (1) wheat, (2) beans, (3) barley sown down with rye grass and clover for hay the next (4th) year, then (5) oats, and (6) turnips or summer fallow.

In some cases another shift is added by taking a crop of mashlums (beans and oats mixed) after the oats. In dairy farms away from Stirling the rotation is somewhat different, and the hay crop is followed by two years pasture, while on the stock farms the pasture is again one year, the farmer taking "grass parks" for his young stock.

Near Falkirk the cultivated area may be divided into three classes: (1) carse land, (2) the dryfield land surrounding Falkirk and of a lighter character, (3) the moss land, usually cultivated but adapted more to breeding and dairy-farming. On the western side arable farms chiefly prevail though often with dairying.

Farms.

(6.) The usual size of farms round Stirling is about 170 acres, and a 300 or 400 acre farm is considered a large holding.

Round Falkirk the extent varies considerably, and they may be found from 60 acres to 400 acres, while on the west the figure rules lowest, about 150 acres being the average. I was informed by letter that in Stirlingshire the number of small farms tenanted by working farmers is considerable, and that the transition from labourer to farmer is comparatively easier than in some other counties. Several of these farms are owned by the farmers themselves.

Labour on small farms.

(7.) As to the amount of labour necessary for small farms it was considered that in proportion to larger holdings more labour was required. This is my impression from conversations with both farmers and labourers. The men certainly incline to the opinion that sub-division means more labour, for they put this forward as a good reason for sub-dividing. My note of the men's evidence at one of these meetings states that "large farms when formed by taking "up small holdings is an evil, it deprives others of labour." By which I understand them to mean that either the sub-division should remain small enough to admit of several tenants applying their own labour, or, as was indeed indicated otherwise, that the total number of labourers on the aggregate of small farms would be thereby increased. This precise point is to be found emphasising one of a series of requests made lately by labourers in Wales. Mr. Lenfer Thomas, one of our colleagues, whose reports, it may be said in passing, occasionally disclose features of farm management in Wales resembling Scottish methods, gives in his Report on the Narberth Union, at page 17, the following evidence furnished to him in writing by labourers: "We are strongly of opinion that the massing "together or letting together several farms to the same "tenant, is very much to our disadvantage, for where "there were *three men employed there is now only one.*" Neither in this case nor in others presented to us do I find the further question dealt with, whether it is for the public interest that farms should be cultivated expensively instead of economically. In Sutherlandshire it was suggested that Protection should be encouraged, "for then the masters would be able to give us better wages." But this view was not supported elsewhere.

Owners of land.

(8.) There are several large owners in the county. The Falkirk district is principally owned by two proprietors, but on

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B.-III. STIRLING AND DUMBARTON.

the Stirling side the estates are said not to be extra large, and a good many extend from 5 to 10 farms only. Though at Falkirk I heard that little land was owned and occupied, and so at Stirling and Drymen, the case must be, nevertheless, different in the rest of the county, for according to the agricultural returns for 1892, about a fifth of the total agricultural land occupied is held by the owners, as appears more particularly in Table set out, Appendix A.

I. PRESENT SUPPLY OF LABOUR.

Scarcity of labour, married men, females, and others.

(9.) In the neighbourhood of Stirling there was a scarcity of supply in respect of married farm servants and women, but young unmarried men were in fair numbers. In Falkirk district there was a deficiency all round, and so it was in the west of the county, and generally there has been a decrease in the last 10 or 15 years, though at Drymen it was said that in the continuous shortness of supply there had been no great difference in the last 10 years. Female labour when available was usually obtained from the families of married servants on the staff of the farm or from the neighbouring villages. But round Stirling the chief supply for field workers was from the Irish women resident in Stirling and the villages round about.

This information as to the want of labour, coming chiefly from employers of labour, was corroborated by the farm servants, and speaking of a man leaving his place against the will of his master, one remarked that the departing servant would soon get another place, as there would be "plenty masters running after him."

Immigration.

(10.) Immigration at particular seasons into the county appears to have diminished, and what there is is confined to visits of Irishmen during the corn harvest, and at potato-lifting in those districts where the cultivation of the early potato is carried on. The immigration, however, of Irishmen or Irish people into a particular district need not be from Ireland, for there is a growing tendency on the part of the Hibernian race to form settlements in Great Britain. Near Stirling, as elsewhere, there is a colony of Irish where, in the memory of an Inspector of Poor, one man of that country was alone to be seen. The presence of such a national community dates, however, rather far back, for one is referred to by Mr. Culley in his report to the 1867 Commission. In a quotation to prove that farm labour for women is not necessarily conducive to immorality, the opening lines state that there was an Irish colony at Raplock near Stirling which had been there for about 20 years, but that they lived in inferior houses, and that in May they left their dwellings boarded up, and departed to the country for bark-peeling, living in temporary wooden sheds, and returning at the end of six weeks.

Irish families.

(11.) It will be observed that the above passage points to the employment of Irish families and not to Irishmen alone. And although this was so in 1867 I am not aware that there has been any general extension of field employment for the wives and families of Irish settlers. It is probable, however, that such a development may have become common enough in places where the settlements have existed for periods sufficiently long.*

In Stirlingshire the immigrants generally come from Perth and Glasgow.

The bark-peeling is rather a special and temporary occupation, and the migration thereto accords with the hop-picking exodus of the London poor.

There is no question of the increasing employment of the male Irish in substitution for the Scotch female "workers," whose diminishing numbers have been testified to from the first to the latest of the districts assigned to me for investigation. For certain duties such as turnip-singling I have occasionally heard satisfaction expressed with the way in which the work was performed by the strangers. If this should be a common experience, and the supply, whether from settled or visiting Irish, prove constant, the difficulty in question would be surmounted, and the only inconvenience to the farmer probably would be the housing of the visitors occasionally, and the exercise at intervals of a little discipline. For, in the matter of wages, the figure paid appears to be about the same for both, and indeed on the occasion of a discussion as to the wage to be paid when the native women struck for a rise, Irishmen were obtained at the figure which the women had refused. I understand, however, that for man's work the Irishman gets very nearly the native wage, and that as regards woman's work his reward will be like the women's only at seasons when there is a scarcity of employment.

* I have since heard that such is the case.

THE AGRICULTURAL LABOURER.

Scarcity of dairy-maids.

(12.) In respect of certain other duties, the scarcity of female labour cannot be so easily rectified. In dairy work for instance, in this, as in other counties where dairying is carried on, the paucity of dairy women is very marked, and I have never heard it suggested that their place would be supplied by Irish *women*. In England milking by men is common enough, but in Scotland it is almost universally woman's work, and thus the difficulty of finding dairy-maids to meet an increasing scarcity is becoming serious enough.

Dairy-maid apprentices.

(13.) And yet a tenant of a very large dairy farm in Dumbartonshire stated at a general meeting of farmers that he took no apprentices into his dairy premises for milking, on the ground that they did so much harm to the cows. He nevertheless admitted that by so acting he further diminished the already limited supply of dairy servants. Besides the dairymaids there are the byre women, who look to the feeding and foddering of the cows, and assist in the milking, but who have no indoor duties. In small holdings, however, the same woman would perform the double duty.

Byre-women.

It should be stated that where the farms are of very limited extent, it often happens that no farm employés are hired at all, for the whole work of cultivation is performed by the family. On one occasion, having asked a young lady the way to a farm, one of 170 acres, owned by the occupier, and with an excellent house, well furnished, she informed me that she was a daughter of the farmer; and I afterwards ascertained that the whole milking of a large number of cows was done by herself and several sisters.

Competing industries.

(14.) In regard to competing industries for the employment of the male agricultural population, those most frequently mentioned were the mines and iron works, and for the men on the farms near the Forth there are the shipping towns where fairly lucrative employment is available by the unloading of ships, although it is said that the irregularity of the employment and the injurious effects of coal unloading go far to neutralize any advantage acquired from a higher wage. In other parts of the county cotton and woollen mills afford employment to both sexes; but as to *women*, the chief cause of the scarcity in agricultural operations appears to be their dislike to the work and their preference for town life.

Efficiency of labourer.

(15.) The evidence as to efficiency was not uniform in so far as it was compared with that of former times, but tended rather to the unfavourable side. In comparison with the efficiency exhibited in other districts the employers were generally agreed that the county was able to hold its own.

II. CONDITIONS OF ENGAGEMENT.

Regularity of employment.

(16.) There is regular employment for the ordinary staff on farms, though the staff itself was in some cases slightly reduced in submission to the depressed condition of agriculture. This, of course, operated also with the occasional labourer, whose duties would in any event be somewhat intermittent. I did not hear any complaints of want of employment, even in winter, though necessarily there must be less. The want of such employment induced a tenant farmer at one of my meetings in Ayrshire to express a wish that the towns would in some manner give work in winter to those deprived of rural occupation; and he added that such a scheme had been actually tried in the starting of something in the nature of a basket factory. But by the operation of some rules of a trades union a difficulty arose and the scheme was abandoned.

Hiring periods. Married men.

(17.) The usual term for married ploughmen is by the year, but on the western side of the county a half-yearly engagement is becoming common, and in other parts is occasionally heard of. In the case of a yearly engagement, the remuneration is either at so much a year, or so much a week. Where a married man, or man with a cottage and a female relative is, contrary to the usual practice, engaged by the half-year, his wages appear to be estimated nevertheless by the year.

Single men.

(18.) Single men when forming part of the regular staff are hired by the half-year and live on the premises, and either as boarders in the kitchen or on grant of supplies in a bothy. The occasional labourer or "orra-man" is engaged by the day or week, and at so much the day or week.

Women.

(19.) The female field-workers are often supplied by the ploughmen or cattlemen living in the cottages assigned to them on the farms. And the expression "married men" really includes the case of a single man of the above class who, living in the cottage with one or more sisters, can thus provide the labour required. Female labour is much valued from its economy at any time. And the women so employed, whether supplied from the ploughmen's families or from the villages, are engaged at so much a day and paid accordingly. The obligation of a ploughman to hire a

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THE AGRICULTURAL LABOURER.

worker, if not provided with one in his own family, appears to have died out. Dairymaids and byre women are engaged by the half-year, with board on the premises.

Children.

(20.) Children are rarely heard of in the way of labour, being all under the dominion of the school board, but when lads, old enough to work with women in the fields, they are engaged on similar terms.

Hours of work.

(21.) The number of working hours on Scotch farms is fairly uniform; the differences that exist arise in respect of the time occupied on behalf of the farmers in duties before and after field-work. In view of the difficulty of a complete arrangement thereof, I do not propose to repeat in this report the tabular form of statement. The very general working hours in the field amount to 10, equally divided between the morning and afternoon; but in most of Stirlingshire, for the regular servants in charge of horses, they appear at first to be reduced by half an hour. The 9½ hours are, however, in appearance only, for although the ordinary field time is from 7 a.m. to noon as usual, and 1.30 p.m. (instead of 1) to 6 p.m., it is admitted that before the 7 o'clock start, work other than stable duties is, in the Carse country at least, performed in the field, that is, the cutting of grass in summer to feed the horses, a practice due to the want of ordinary grass fields. Adding half an hour for that operation would make a complete day of 10 hours, and some masters have themselves so described it. The men, of course, make it out the same at least, and *some* will not allow that this grass cutting is from first to last completed in half an hour, being at times thin and not easy to cut. At Drymen, however, the masters stated that very little grass cutting took place there at all, and when it amounted to anything the grass-cutter had his horses seen to by others.

Detailed statement. Summer.

(22.) Proceeding to examine the horse-men's daily tale from early morning to night, in summer it appears that the usual hour for attendance at stables is 5 a.m., though some employers allow till 5.30. Cleaning up and feeding horses takes about 45 minutes. Breakfast follows, and at a few minutes before 7 they are again at the stable, getting ready to start at that hour for work in the fields till 12. At 1.30, having taken their dinner, work in the fields is again proceeded with till 6; horses are then fed, cleaned, and suppered up for the night, this taking, according to the masters, about 20 minutes, but in the opinion of the men 30 minutes, and the latter figure, having in view little odd jobs, may be taken as about the time.

The hours occupied all round would then run thus:—

	Hrs.	mins.
According to masters, nominal field-time -	9	30
„ „ „ stable work morning and evening - - - - -	1	5
To which I would add for mid-day stable and coming home twice - - - - -		25
	11	0

This figure the men in some places nearly adopted, and in others they contended that they should be increased by 45 minutes, made up chiefly by the grass cutting and the extension of stable work—thus making the time in all 11 hours 45 minutes, and I am of opinion that the hours cannot be put at less than 11 hours 30 minutes. In *harvest*, the time for dinner was reduced by half an hour. Women and ordinary labourers having no charge of horses were limited to one hour all the year round.

Cattlemen and shepherds.

The engaged time of a cattleman is somewhat longer than the ploughman's, but he, like the shepherd, has the management much under his own control.

Winter.

(23.) In winter, the hours for appearance of married ploughmen and others in charge of animals was still 5 a.m., but the field-work was necessarily limited to the hours of daylight, these representing in the opinion of the masters about seven hours for the two months of shortest days. Having commenced at 5 o'clock, finished with the stables and breakfasted, the men before starting to work out at daylight would be engaged either in odd jobs about the premises or cleaning harness; but in some places work of an active kind, known as barn work, threshing, or cleaning corn, was regularly performed. But this was said to be here as elsewhere dying out.

In the evening, the ploughmen's horses were fed and suppered up for the night on arrival from the fields, but in some farms the practice of returning at 8 o'clock to bed up was still adopted. In this case also, however, there was a growing tendency to conform to the more general practice; the master himself, in small farms, going round at 8 o'clock merely to see that all was right.

I did not hear of so much evening carting as in other districts; but still the winter hours cannot I think be put on the whole at less than 9½ hours.

Women. Dairy maids.

(24.) The hours of women engaged in byres and dairy work are long, for they start at either 5 a.m. or much earlier according as the dairy is near a town or not, finishing, if starting at 5, about 7 or 8 p.m. In the house there are, especially if young farm servants are boarded, domestic in addition to dairy duties.

It is not alleged that the work during the whole time is arduous, but the prolonged extension is made a point of. The employers admit that dairy work is in some respects severe, but they do not consider that the kitchen work is of a heavy character. They evidently put it that the domestic duties are light, and perhaps as compared with those of ordinary household servants, whose duties are multifarious and often extended late into the night, they may judge correctly.

Milkers.

(25.) The dairymaids are those chiefly referred to in the preceding paragraphs. But milking is sometimes performed by field workers in addition to their field work, and time is usually allowed. I did not hear in this district of the women being called upon, as was once alleged, to milk after 6 o'clock at the conclusion of their work in the fields.

Byre women.

(26.) The byre women have charge of the feeding of the cows and attending to them generally, and their hours are somewhat less than the dairymaids' in that they have not the indoor work and kitchen duties, though they may turn out at 8 o'clock to give fodder for the night. The difference between summer and winter is with the milking staff not very appreciable.

Field workers.

(27.) The field workers' hours are the usual ones of 10 in the summer months, and from daylight to dark in winter.

Ordinary labourers.

(28.) The day labourer also works the 10 hours.

Meal hours.

(29.) From the preceding paragraphs the time granted for meals will have already appeared, but it may be added that supper follows after cleaning and bedding of horses at 6 o'clock in summer, and at about the same hour, or, if they please, earlier in winter, for those who, coming home at the darkening, either then bed up for the night, or postpone that duty till they return to stables at 8 o'clock.

Women's meal hours are the same, at least for field workers. But those engaged with dairy work obtain their meals according to the hours at which they start work. It appears, however, that there is not with those engaged indoors the same pause allowed between meal and work as is accorded to the men, but on the other hand an extra meal in the day, tea, is sometimes interposed.

III. Wages and Earnings.

Married men in cottages.

(30.) The farm servants on the regular staff are paid partly in money and partly in kind. But of the two methods of yearly hiring already mentioned, at so much a week or so much a year, the engagement on *weekly* terms usually comprises besides the money payment a free house and coals carted only. But where the arrangement is at so much a *year*, the money payment is less and the perquisites or allowances are extended to various supplies, chiefly of farm produce. The times of payment for the money portion are very much a matter of arrangement.

Even with the yearly engagement at so much a *year*, the payments are made either monthly or fortnightly, and sometimes by the week.

Payment in money and kind.

(31.) As to the payment in kind where the yearly or half-yearly engagement is at so much a *week*, the understanding is a free house and garden, and the carting of coals, with sometimes the addition of an allowance of potatoes. Money payments on this footing range from an occasional wage of 18*s.* to the more usual figure of 19*s.* to 1*l.* a week.

When the engagement is at so much a *year* the money payment runs from 35*l.* to 40*l.*, and the payment in kind, which varies slightly with different places, is near Stirling as follows:—

	£	s.	d.
6½ bolls (of 140 lbs.) of oatmeal at 17*s.* 6*d.* -	5	13	9
Half a gallon of skim milk at 1½*d.* -	2	13	0
Potatoes (as a rule), or land equivalent -	1	10	0
House 3*l.* to 4*l.*, say - - - -	3	10	0
Coal driving 10*s.* to 25*s.* - - - - -	0	17	6
Harvest money - - - - -	1	0	0
Payment in kind - - - - -	15	4	3

Total at 35*l.*=50*l.* 4*s.* 3*d.*; at 40*l.*=55*l.* 4*s.* 3*d.*

Men's estimate.

(32.) These are the masters' figures; the men name 37*l.* 10*s.* for the money wage, and this hits exactly the mean of the

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B.-III. STIRLING AND DUMBARTON.

masters' terms, but they also (at least in some cases) cut down the value of meal allowance by 2*s.* and even 3*s.* a boll. This they do, not as indicating that the masters have gone beyond the market price, but on the ground that the farmers give them no more than the reduced figure when they sell back to them the surplus on their lands.

This point has been raised in others of my districts, and I could not make out a grievance in the sense suggested. There is not, among the great majority of the witnesses, a suggestion that the farmers buy back at less than the market price, and any other price he is not bound to give. I shall have occasion probably to refer to this again in reporting upon another county.

As to the item of milk, the men at their meeting, when the evidence of the farmers previously given was read to them, named a higher sum than the farmers themselves, though as to potatoes the figure was reduced by nearly one half.

The meeting in question was a very unsatisfactory one, being very small, and the spokesman obviously and ostentatiously wild in his statements. At two local gatherings of farm servants, the said spokesman being at one of them, when the joint attendance exceeded the meeting in question, the masters' figures were accepted without demur.

Wages in the west of Stirling.

(33.) In the west of the county, the *money* figures were lower, 32*l.* to 35*l.*, and though the *allowances* from their higher total (18*l.* 10*s.*) would seem to correct the deficiency of the money wage, this is not entirely the case.

For the allowances or perquisites in the two parts of the county are identical in nature and quantity, the higher sum being due to the increased price set, on the evidence of the farmers, against nearly every item. And such higher figures would seem to be justified by the higher prices ruling in the district.

Falkirk district.

(34.) The east side of the county is gradually giving up the practice of remunerating a yearly hiring by a yearly money rate with the more extensive payment in kind, in favour of a yearly hiring with a higher money wage at a weekly rate, payment in kind being limited to house and coal driving. The time of payment to be weekly or fortnightly as agreed.

The money wage was fixed at the farmers' meeting at an average of 1*l.* a week, with 1*l.* for harvest, and for the house the annual value was given at 5*l.*, and for cartage of coal 25*s.*, thus making a total wage of 59*l.* 5*s.* The figures were read out with the other evidence to the labourers at their evening meeting, and were generally agreed with; but it is right to state that the attendance was small, not, however, from the farm servants being at their distant farms.*

Three only put in an appearance, but one stated that he represented twenty men who had previously met and authorised him to speak for them. The evidence of this witness was chiefly oral, but he left with me a written statement, and from this it appears that the information given applied to engagements on a large farm, that of Roughlands occupied by the well known Carron Iron Works Company.

As I had an interview with the manager of that farm, and his evidence, both oral and written, discloses arrangements with his men of a rather different character from those in force in other parts of the county, the wages paid by the company may be stated separately.

Carron Iron Works Farm.

(35.) The farm extends to 800 acres, held, except 100 owned by the company, under several distinct owners. The land is arable, cultivated by 18 hired labourers (by which must be understood yearly and half-yearly men) of whom 11 are ploughmen; all except the shepherd are married men living in cottages. There are also employed, according to the season of the year, from 15 to 40 women, who are chiefly the daughters of miners living in the vicinity.

The wages paid are for—

Foreman -	25*s.* per week.
First ploughman -	20*s.* „
Second ditto -	19*s.*6*d.* „
Others ditto -	19*s.* „

The payments in kind to yearly labourers are— THE AGRICULTURAL LABOURER.

	£	s.	d.
Free cottage and garden - - -	4	0	0
Taxes and rates - - -	0	12	0
Earles† at engagement - - -	0	5	0
Six tons of coal (given free and carted)	3	12	0
One boll of meal 17*s.*; two bags potatoes 12*s.* - - - -	1	9	0
One cwt. of seed potatoes for garden -	0	4	0
One ton of manure for ditto - -	0	6	0
Two beds of chaff - - - -	0	5	0
	£10	13	0

According to the men's representative, A. Dunn, the average wage is 19*s.* a week; and he states further that at harvest for overtime a boll of meal is granted, and that, no doubt, is the meal above mentioned. He takes no account of the rates or taxes, or the manure, seed, and chaff; or the earles, and they *are* nearly all unusual items, but it cannot be said that they do not add to the value of the total wage.

The written statement of Mr. Aitkenhead, the manager, was not then in my hands, and had not in fact been prepared, so that Dunn could not comment thereon. He did hear, however, all that was said by the twenty farmers in the morning. See Dunn's Memorandum, Appendix D. (II.)

Average for county. Married ploughmen and cattlemen.

(36.) The figures in the Falkirk district are high in comparison with the rest of the county, and on looking for an explanation I think the only two probable predisposing causes to be assumed would be high prices for the necessaries of life and competing industries. But Mr. Aitkenhead, manager of the Carron Farm, gives upon the question of food the following prices:—

"Sugar 2½*d.* per lb.; tea 1*s.* 8*d.* per lb.; butter 1*s.* to 1*s.* 4*d.* per lb., other articles in proportion. 4-lb. loaf 5*d.* (this was put at 4½*d.* in the centre of the county). Milk can be purchased at this farm, warm milk at 10*d.* a gallon, and skim milk at 4½*d.* a gallon."

The competing industries of iron and other public works (as they are called) would thus appear to be the cause of the rise, and as the necessaries of life are not high the actual wage would seem to be absolutely good.

Endeavouring to give the best consideration I can to arrive at the average yearly wage for the county, I am of opinion that for married ploughmen and others with cottages and full perquisites the figure may be set down at 55*l.* 15*s.*, and for those with money wages and perquisites limited to house and garden with coals driven, and occasionally potatoes, from 1*l.* to 30*s.* more. But it must never be forgotten that the labourer has his rates and taxes paid, regular work according to his engagement, and payment in sickness.

Single men.

(37.) For unmarried men able to manage a pair of horses, living with farmer, the wage near Stirling was at the rate of 13*l.* the half-year, with bed and board. For other parts from 12*l.* to 17*l.*, and near Falkirk 14*l.* to 17*l.*, say 26*l.* to 30*l.* yearly, bed and board valued at from 7*s.* to 10*s.* a week.

Shepherds.

(38.) The shepherds in the cultivated areas (the pastoral being excluded from the present inquiry) were not numerous. Wages were generally the same as those of ploughmen.

Sometimes it was different, as in the west where 35*l.* was paid, with free house and garden, coals driven, the keep of two cows allowed, with "followers," one cow being his own, and the other partly for supplying the lambs. At the Carron Farm the wage was 22*s.* 6*d.* a week, the shepherd finding his own board and lodging.

Ordinary labourers.

(39.) The wages of ordinary labourers varied from 3*s.* a day to 21*s.* a week, and on the Falkirk side amounted to 4*s.* a day, quarry men and skilled men receiving from 4*s.* to 5*s.* and 6*s.* a day.

Haytime and harvest.

(40.) The regular servants receive no extra pay in haytime or harvest, but in harvest, food or meal, or 1*l.* in money in lieu thereof, is always allowed, this covering the extra time generally occupied in gathering in the crops. Ordinary labourers and Irishmen receive 4*s.* a day.

Women (dairy).

(41.) As in other districts there are two classes of female labour on the farm, the field workers and the dairy women.

*For there was a large gathering in the town (Falkirk) as it was a luring fair, and they were assembled, at least the younger men and women, in a Dancing Hall open to the street, within a few doors of the Court of Inquiry. The same indifference was exhibited at Stirling, where, according to a local paper there, there were plenty farm servants at the head of the passage where the inquiry was being held, and who, nevertheless, contented themselves with looking in at the door and then retiring.

†The expression is "engagement," but earles are by some farmers paid on every re-engagement.

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Where the duties of byre women and dairymaids are combined, as on small farms, the wages range from 6*l.* to 10*l.* the half-year with board. In large farms the byre women would receive as above, but the indoor dairymaids from 8*l.* to 12*l.* the half-year, and near Stirling even 14*l.*, with bed and board.

Field workers.

(42.) The wages of field workers seem fairly uniform at 1*s.* 4*d.* to 1*s.* 6*d.* a day, when so engaged; potato lifting brings them 2*s.*, and harvest 3*s.* to 3*s.* 6*d.* Piece-work is now much in vogue for turnip work. Payment is sometimes by the acre, when for singling, hoeing, or shawing (topping) they earn from 4*s.* 6*d.* to 8*s.* per acre, the last item being the best paid. In some places the engagement for topping is at the rate of 1½*d.* per 100 yards for yellow turnips, and 2*d.* for swedes. Women have been known at times to make 4*s.* a day thereby, and one farmer stated he had heard of 5*s.* Irishmen so employed are said to make 4*s.* a day.

Piece-work.

(43.) I found, as in my other districts, that not much of the agricultural labour, except as to turnips, was performed by piece-work. The chief labour is draining, paid at the rate of 1*s.* 8*d.* to 2*s.* a chain in Carse land, but in the stony district near Falkirk the price was said to be nearly double. In one part the pay was 5*s.* a rood of 36 yards.

Harvest work, where machines could not work a much-laid wheat crop, was usually let to Irishmen at the rate of 22*s.* to 25*s.* an acre, for reaping, binding, and stooking.

For turnips, however, as has already appeared, piece-work both by men and women is very generally undertaken. This, of course, is by others than the regular farm servants, although the *women* may include some of the ordinary "workers" on the farm.

B. Dumbartonshire.

Description.

(44.) The county of Dumbarton, lying to the west of Stirlingshire and Loch Lomond, extends in a curving direction from its south-eastern to its northern extremity, a distance of about 36 miles, having for boundary on the south-west the river and estuary of the Clyde, and due west the deep inlet of the sea known as Loch Long. The width of the county, at no part greater than 13 miles, tapers to the north until on reaching the borders of Perthshire it is reduced to a narrow strip of some four or five miles.

There is also a detached part lying between Stirlingshire and Lanarkshire, occupying an area of about 32 square miles.

Of the whole area nearly one-half is mountain and wood, while about three-fifths of the remainder is cultivated. The cultivated area is to be found in the southern portions with some high ground, while to the north the land rises over the whole extent with intervening glens, and the country becomes pastoral. Ultimately the general appearance partakes of a still more elevated character; mountains arise and command heights of 2,500 to 3,300 feet.

The Vale of Leven, extending from Loch Lomond to the Clyde, although cultivated, is largely occupied by towns with extensive industries, but the detached portion of the county, comprising the parishes of Cumbernauld and Kirkintilloch, is an undulating lowland district, where, with some mining, arable farms and dairying very generally prevail.

Farms and cultivation.

(45.) The farms in the county, as a whole, are frequently of the kind last described, mixed arable and dairy, though not a few confine themselves to dairying alone.

They are usually of moderate extent, many being small enough to be worked by the farmers with the assistance of their families; this is especially the case where dairying is the principal business. This personal labour is not confined always to small farms.*

The soil is of a mixed character, most of the arable parts being on stiffish clay, and of the rest a portion of a lighter character is suitable for all kinds of crops, but a considerable area is unsuitable for green crops.

In the north-west we find sheep grazing.

The supply of milk for town consumption, or the "sweet milk trade" as it is called, where the farmers do not engage in butter or cheese making, largely prevails in this county. The business is fostered by the ready access afforded by railways to Glasgow and several other towns along the Clyde.

The dairy farm.

(46.) Dairy work of this kind entails, as in Stirlingshire, very early hours, especially where the dairies are distant from town or station, and is severe upon those engaged in it, among whom the wife of the small farmer bears perhaps the heaviest part. But it is said that this is a branch of farming that has prospered in spite of the general adversity.

Owners of land.

(47.) The land is chiefly held by large proprietors, but, as might be expected, the more extensive estates comprise a large proportion of mere mountain land. Sir James Colquhoun of Luss, with possession of 60,000 acres, holds only 8,000 acres arable. As regards the cultivated district generally it appears from the agricultural returns (*see* Appendix A.), that out of a total of about 45,000 acres of cultivated land occupied, about 6,000 is held by the owners.

In the eastern or detached portion of the county the proportion of occupying owners, with small holdings, must be considerable, for in a district of 32 square miles about 200 individuals own and farm their own land.

I. Present Supply of Labour.

Regular staff and occasional hands.

(48.) In regard to the supply of labour, I was informed that there is usually no great difficulty in finding hands for the ordinary hiring periods, year and half-year, but that at the hay and harvest seasons there was always a scarcity of labour.

In respect of females for dairy work, the scarcity seemed to be pretty constant.

Decrease.

There had been a considerable decrease in farm employés generally during the last ten years; the cause attributed being the higher wages given to miners and those engaged in other competing industries.

Immigration at particular seasons.

(49.) Immigration of Irishmen at the hay, harvest, and potato seasons is still heard of in some parts of the county, but about the Kirkintilloch district it had ceased.

Efficiency of labourer.

(50.) In general the efficiency of the labourer was considered to be less than it had been formerly, and this partly from the fact that the hands take to other occupations for a time, when tempted by higher wages; and thus when not beginning life with farm work they are less fitted for it afterwards.

The spokesman of the men at one meeting stated that the young labourer had something to do to beat those of old times, but that they were as good as those living in other districts.

Land not neglected.

(51.) It was also said that competing industries with high wages took away at any time the best men, thus leaving to the farmers the less efficient. There was no starving of land, but with the present value of farm produce, and high wages of the employed, farmers necessarily reduced somewhat their labour bill.

On the other hand, to meet the difficulty of finding workers at the busy seasons, some employers had been compelled to increase the roll of the regular staff.

Competing industries.

(52.) In the Vale of Leven there are dye-works, forges, and ship-building yards, and to the east iron-works, mining, and other enterprises; but the iron and mining works would seem most to attract the agricultural labourer.

II. Conditions of Engagement.

Employment regular.

(53.) The large part taken in farm duties by servants hired for the six months or year renders the employment of a great portion of the staff regular and continuous; while the remainder necessarily depend upon the occasional needs of the farmer, the weather, and other conditions.

Terms of engagement.

(54.) The married ploughmen and cattlemen are usually hired by the year, and in this county at so much a week; single men and dairy women by the half-year at so much the half-year; field workers and boys by the day, and ordinary labourers by the day or week, but such day-workers may also be engaged by the piece.

Hours of work. Ploughmen.

(55.) Upon the question of what is the number of hours ordinarily devoted by the labourer to the service of the farmer, the preliminary remarks in Para. 21 relating to Stirlingshire apply to Dumbartonshire also.

In respect to the actual hours of labour of ploughmen in the latter county, these in the summer time are somewhat longer than those in force in Stirlingshire: 1 o'clock

* I have heard of a tenant with a large holding, and possessed of very considerable means indeed, coming into town daily and disposing of his supply from door to door.

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and not 1.30 is starting time in the afternoon. But in winter there would seem to be, according to the masters, less urgency in the morning, for 5.30 was given as the time for appearance at the stable, preparatory to work at daylight.

The men put it that 5 was nevertheless the hour expected in at least the northern half of the county (though 5.15 was tolerated), and carting at 6.30 was not unknown hem.

Grass cutting before breakfast in summer was said to be rare, while byre work in the winter morning had entirely ceased. For this latter advantage credit was given to the travelling threshing machines, which did at any time of the day the work required formerly from the men in the darkness of the morning. As to cessation of work with cessation of light, they considered this more nominal than real, for it amounted only to getting clear of all jobs by about 6 instead of about 7, the time in summer.

With regard to the management of horses, it was the custom to give them a second feed at 6 o'clock a.m., but it was not the practice, even in high summer, to turn out the working horses into the fields at 6 for the night.

Taking the statements both of masters and men into consideration, I estimate the total hours occupied in summer to amount to 11 hours 45 minutes to 12 hours; and in winter, there being a difference in the time demanded by various employers, the hours may be said to range from 9½ to 10 hours, although by some the work was extended to 10½ or 10¾ at occasional times.

Women field workers and dairymaids.

(56.) The hours of work for dairy women were admitted to be long on all hands. The two points, 5 a.m. to 7 p.m., appear at first to correspond to the men's time as given by themselves, but although less labour than this is afforded by the women field-workers, whose whole working hours are from 7 to 6 in the summer, it cannot be denied that the indoor (kitchen or dairy) women's hours from 5 a.m. to 7 p.m. are more arduous than the men's, from the short rest after meals, and from the fact that the milking and subsequent dairy or indoor duties do not always stop at 7.

A dairy woman's evidence.

(57.) The following is an extract from my notes of the evidence of two milkmaids whom the employer was good enough to summon into the house. The spokeswoman stated: "We can't complain of our work; we start at 5 a.m., "and then we milk till 7. We have breakfast, porridge, at "7, and a further breakfast at 8. In the *house* we start at "once to work after meal, which occupies scarcely half an "hour. Dinner is at 12; start as soon as finished to go "and feed the cows; we work away with straw, turnips, "and other jobs till 4, when we have tea. Then feed cows "again; rest from 5.30 to 7, then milk till 8; then fodder "cows, which takes half an hour."

A master's evidence.

(58.) At the meeting of farmers of the county, Mr. Stewart, who had a dairy of 70 cows usually in milk at one time, stated that at farms round about Glasgow the hours were as follows:—Rise at 3.30 a.m. winter and summer, to begin at 3.40 the milking of cows, which have not to be fetched, the milking cows being always under cover day and night. Short breakfast at 6, and again at 8.30; work again till 12, when dinner, for which an hour is usually given; byre-work at one, giving cows raw meat, and preparing evening meal till three; tea at 3, scones, bread and cheese, and tea; milking at 3.40, and expected to finish at 6; cleaning of pots and pans is done partly by the housemaid and partly by the family of the farmer. The cleaning of the byre is performed by the byreman.

Early hours.

(59.) These early hours are stated to be required in order to get new milk into Glasgow by 6.30.

Having inquired whether, after such hours, the women were not quickly to bed by 7, I was informed that though they were at liberty to go, they often did not, and were so far from being worn out that they had frequently to be hastened to their couch. Most of the women I saw had a strong, muscular, and healthy appearance, though one or two looked otherwise; but none belonged to this particular farm.

Other employés.

(60.) The hours of cattlemen, shepherds, day-labourers and female field-workers in summer and winter, comprised the usual span allotted to each class respectively, and as detailed for Stirlingshire.

III. Wages and Earnings.

Married men in cottages.

(61.) In this county remuneration was chiefly by money payment, with a slight addition of supplies over and above the free house, &c.

The wages and earnings specified by the masters at their meeting were very generally concurred in by the men; "correct enough" was the expression used by them at one of the inquiries held for their side.

(62.) The figures, which rule somewhat higher than in Stirlingshire, may be stated thus:— The Agricultural Labourer.

The engagement being by the year at weekly wage, the married ploughman receives per week in money 20*s.* to 21*s.*, Masters' statement.

	£	s.	d.		£	s.	d.
Or by the year - - -	52	0	0	to	54	12	0
Allowances, house - - -	5	0	0			—	
„ meal (one boll) -	0	17	6			—	
„ bag of potatoes -	0	6	0			—	
„ coal driven 15*s.* to 30*s.* (say) - - -	1	0	0	„	7	3	6
Total earnings -	£59	3	6		£61	15	6

Men's views.

(63.) On these figures the only qualifying observations from the men that I have noted is that cartage of coals was considered rather high, but that no doubt distance had to be considered.

It will be observed, however, that the figure struck is 1*l.* only, and it was admitted that the coal store might be distant from one mile to 15 miles. In one respect the men went beyond the masters, for they stated that some ploughmen received 22*s.* per week.

At a personal interview with a "milkman" in the parish of Kirkintilloch (whose duties would be to drive the milk into town and dispose thereof), he stated his wages to be in money 52*l.* per annum, which, with four bags of potatoes and two bolls of meal and house, &c., as above, made up a sum of 60*l.* 19*s.*

Single men.

(63A.) For unmarried men boarding in the farmhouse, the rate for the half year ranged from 10*l.* to 17*l.* according to age and experience.

Women.

(63B.) The wages of females, field workers, run from 1*s.* 6*d.* to 2*s.* a day. Byre women receive 8*l.* to 12*l.* the half year with board. Dairy women, 10*l.* to 12*l.*, also with board.

Piece-work and skilled labour.

(64.) In this, as in several other districts, it was said that piece-work was not much in favour.

For turnip cultivation, however, it prevailed, though women were not much employed under that form of engagement. Prices given were as follows:—

Thinning turnips about -	10*s.*	an acre	
Pulling „ „ -	8*s.* to 10*s.*	„	
For potato hoeing „ -	10*s.*	„ 15*s.*	„

Drainers' wages were estimated by the day at 4*s.* 6*d.*, dyke builders, 4*s.* 6*d.* to 5*s.* a day, or 1*s.* to 1*s.* 6*d.* a yard, but in the latter case the higher wage may only indicate the greater width or height of wall. Quarrymen at the time of inquiry were receiving 24*s.* a week.

Haytime and harvest.

(65.) The usual arrangement prevails for the regular servants as indicated in paragraphs relating to Stirlingshire farms. Extra hands receive, men 4*s.* 6*d.* to 5*s.* per day; women, 2*s.* 6*d.* to 3*s.*, and sometimes 3*s.* 6*d.* per day.

In reference to the question of wages and earnings of ploughmen generally, it may be stated that in many parts of the county it is only the foreman or best man who has a cottage on the farm. But it was, nevertheless, agreed that an ordinary man, supplied with a cottage, would earn about 60*l.* per annum in all.

Cardross ordinary wages.

(66.) At the farm of Millandhu near Cardross, the tenant specifies the current rate of weekly money wages as at 20*s.* to 21*s.*, but he enters also an increase of the allowances to a boll of meal *twice* a year, and potatoes to five bags.

His figures for total earnings and supplies are 22*s.* to 24*s.* a week. In this calculation al ower figure than 5*l.* for house accommodation must have been intended, for otherwise the minimum appears to me to reach 23*s.* 7*d.* a week. The spokesman for the farmers at the general meeting stated, and has recorded in his memorandum, that the total earnings may be regarded as from 21*s.* a week representing 54*l.* 12*s.* a year, to 24*s.* a week representing 62*l.* 8*s.*

Stirlingshire and Dumbartonshire

IV. Cottage Accommodation.

Supply.

(67.) In proceeding to deal with the remaining heads of inquiry, I will now state effect of the evidence relating to them for both counties under revision.

The usual farm village system prevails in the district. There was a very general complaint that the cottages were deficient in number, and the previous paragraph has shown that *one* cottage was in many farms all that was afforded. But these were small holdings, and indeed in some there was no cottage at all, the whole work of the farm being performed by the tenant and his family. Still the need of one or more cottages was frequently pressed as a necessity even on small farms.

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Formerly few required.

Large holdings were fairly provided in some cases, and the complaint was not perhaps so strong from that quarter. Near Drymen it was said that very few farms ever *had* any cottages, the custom being to have the men living in the farm house, or separately in bothies; now however there are some. In the Carse country bothies were formerly the only form of dwelling appropriated to labourers.

Now in demand.

But in visits near Stirling, I came several times upon rows of cottages attached to farms; though no doubt they bore the appearance of having been erected in recent years. Nevertheless taking the whole district together there was a very general desire for more house accommodation, thus enabling the farmers to have in their service more married men.

Situation.

(68.) The position of the cottages, as buildings forming part of the farm premises, were very generally handy to the steadings, and though there were cases where the distance was rather great, this arose sometimes from the conversion of a farm house of a small absorbed farm to the purpose of a cottage or cottages, or the adoption of the actual cottages of such a farm.

Condition and construction.

(69.) The state of repair of the buildings in these counties was not quite so defective as in some other districts visited, but the condition of too many of them was unsatisfactory. The old cottages were very generally in poor condition, but these were not numerous. The converted farm houses were occasionally singularly deficient in condition and comfort, though at times the large kitchen of the old dwelling proved a great advantage to the parties now in occupation. Near Stirling I saw both very good and very inferior accommodation.

One old farm house in the very flat Carse, level with the ground, and with a byre in one portion, suffered sadly from want of drainage; and the inhabitant, the grieve of the farm, complained of percolation from the byre into the old adjacent kitchen, which however he did not inhabit.

The return from a tenant farmer is, under this head, "very good," but speaking generally, the remark of the spokesman at a farmers' meeting may be adopted that "to "say that half of the cottages in Stirlingshire were bad is "too strong;" but that too many were in an indifferent condition was clear.

Although I did at times notice some to which the expression "very bad" was perfectly applicable, the more general condition was this—Fairly good construction substantially, but with damp affecting the walls and sometimes the floors, the damp being caused almost invariably and with persistent regularity by an earth bank against the back wall.

This state of things could often have been remedied without much expense, and, as stated in a former report, only required the co-operation of the parties interested.

In Dumbartonshire the description above given would apply generally.

In both counties later-built dwellings were always fairly well built and supplied with various conveniences, and there were signs of a steady growth of such dwellings.

The materials were generally stone and lime with slate roofs, the floors sometimes wood, more frequently stone flags, rather rough, or cement. The cement was not always sound, but knowing the ill-usage that this has often to submit to from the tenants, I cannot assert that this was a defect for which others should be held responsible.

Accommodation.

(79.) Room and kitchen was the prevailing arrangement in the dwellings visited, and as reported of them by both farmers and men; but now and then a single room was all that was really available, though there might be in such cases another division of the dwelling, but unfit for habitation; and a pantry or scullery was the usual addition indoors.

New cottages.

(80.) The new cottages generally possessed three rooms, with pantry, or scullery, or both, and good arrangements outside. It was on one occasion complained that the ash pit was too near; but unless placed within easy reach such places would not be used, and a midden might be formed at the door. In the particular case the distance was about 18 to 20 yards, but I observed that the good woman had no small family and thus her own journeys to and fro would be very limited.

The size of the large room, kitchen, in both old and new cottages varied from 13 feet by 12 feet to 15 feet by 12 feet, and the practice was universal of placing two beds in the kitchen. But the old box bed, well raised from the ground, with wood work or curtains all round to the ceiling, was becoming less frequent; open iron bedsteads being common.

In a sanitary point of view the latterwould be preferable for cleanliness and airing, but it is quite impossible that with such an arrangement any privacy whatever can be obtained. The old box beds were a necessity of the times in view of the miserable construction of the old cottages, but now, with better accommodation always advancing, they are not so much required, and their gradual removal is an advantage; but unquestionably they were well contrived for enabling the occupants to withdraw from observation.

Water supply.

(72.) As regards the supply of water this in most cases was sufficient in quantity and convenient in position, though occasionally the distance was rather great. In some new cottages where in structure and accommodation all was done that could be reasonably expected, water was also laid on.

This is perhaps a doubtful advantage for reasons assigned in my last Report, that relating to Ayrshire and Renfrew.

Ventilation.

(73.) I never heard any complaint as to the houses having been constructed so as to afford no ventilation, but rather the other way, that they had too much. In some new buildings arranged by the proprietor so that no box or other beds should be in the kitchen, the beds were placed in two adjoining closets, built for the purpose, but without fireplaces. With doors open to the kitchen all day, they would probably derive some heat therefrom, but the men objected strongly to the arrangement, and complained of the cold caused by the draughts from the respective windows.

Preference for kitchen beds.

(74.) The matter of the draught was only stated as an aggravation, the real complaint was being turned out of the kitchen. In conversation with wives of good manners and with very tidy houses, I found a very general desire to retain the customary arrangement of the beds in the living room, whatever extra accommodation they might have.

Indeed I have observed in different parts of Scotland that the additional room, although furnished, was sometimes neglected, it being considered a great point to have all the children if possible in the same room, even when their ages rendered such a course highly inexpedient.

Drainage.

(75.) In the matter of drainage it was not always easy to ascertain whether subsoil drainage round the building had ever been effected, but my impression is that as a rule with old dwellings there never had been anything of the kind, but that with some new buildings it was different. With regard to the disposal of refuse water, there was often the usual provision of an outside drain, but open channels were also in use and more commonly the ash pit.

Outhouses.

(76.) Some provision was usually made for coals, privies, and other outside conveniences. There was perhaps rather a want of privies, but nevertheless a large number of houses were so provided, and the practice of erecting them was evidently extending.

There was not always one to every house. To require the erection of individual places for the separate use of each cottage tends, from the cost, to their being not erected at all. For *one* ought to be sufficient for several cottages, and the combined offensiveness of one would be a less disadvantage than the distributed offensiveness of six. But although at one farm I found that one building sufficed for three cottages, and that the parties lived in harmony, the prevailing practice was to avoid discord by allowing a closet to each cottage.

It appears, however, that County Councils are preparing to insist that every cottage shall have its separate closet. Coal houses were common enough additions to the cottages in this district.

Rent

(77.) Although, from the general practice of transferring possession of cottages and small gardens to the engaged servants of a farm as part of their wages, no rent is specified or even estimated, a value must be set upon the accommodation when the total earnings come to be ascertained.

There was some little difficulty in arriving at this value, for farmers formed different estimates, and labourers sometimes disagreed with all of them. But the figures ruled from 3*l.* 10*s.* to 5*l.* according to accommodation or nearness to town; and the rates and taxes, when mentioned at all, were put for a 4*l.* house at 12*s.*

These figures, while high enough for the ordinary run of inferior dwellings, could not, even the highest, represent

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B.-III. Stirling and Dumbarton.

the interest fairly to be estimated on the expenditure incurred for many sound and commodious dwellings.

It is, of course, understood that the landlord obtains no direct return at all from the farm cottages, however costly. Only in a very qualified degree may he be said to receive any return on his outlay, and that is by the possibly higher rent which a tenant would give for his farm as a whole, on observing that it was provided with good and superior cottages.

Bothies.

(78.) The farms in the two counties being small, and cultivated very much by young or unmarried men, accommodation for these is usually arranged for on the premises, either in the form of a mere sleeping place, and living and feeding in the kitchen, or of a separate room used both for living and sleeping, or with two rooms (a rare provision), one for taking their meals, if so arranged, and a closet or loft for sleeping.

Although the term "bothy" would be more applicable to the latter arrangement, it is used also to describe mere sleeping places. Such sleeping places and feeding in the kitchen were the more usual provision.

Two or three bothies I saw were well built and comfortable rooms, forming part of the farm buildings; these were supplied with water and a woman attended to them. Others were roomy places, used also for the farmers' harness room, and occasionally I found a fire ready to receive the men. Some were comfortless and in bad repair.

Sleeping places.

The places where sleeping alone was provided for were, at times, very poor indeed. Entering into a stable you ascended by a ladder to the spot in question which too often was rude in the extreme, and necessarily cold and cheerless. And yet I was told that they were much improved from former times, when the roof was not boarded; care had to be taken to avoid the slate nails, and caution exercised in getting out of bed not to fall over the few planks supporting the bed, and down upon the horses below.

The stable arrangement, however, is not now the only resort, for in some places fair sleeping accommodation was provided over the outbuildings immediately attached to the farm house.

VIII. Gardens and Allotments.

Gardens, supply and cultivation

(79.) In nearly every case the cotmen had gardens with their cottages, either immediately in front, or at a little distance. Cultivation was general, but though more attended to than in the North was not, perhaps, practised so constantly or completely as in the South of Scotland.

Potatoes and other vegetables were the usual produce. Flower gardens were very rare indeed. The whole extent varied from one-eighth to one-twelfth of an acre, and sometimes less. I had no complaints as to their dimensions.

Allotmen .

(80.) The information given as to the indifference of labourers for the acquisition of allotments, corresponded very largely with that afforded in other districts. But, as in the counties last visited, there were reasons given by the men for their negative attitude, tending to show that under other circumstances they might be willing to possess small plots of land. Thus, that there was not time enough after their master's work; that shorter hours would enable them to have leisure for cultivating, and so on.

IX. Benefit Societies.

(81.) Benefit societies for farm servants alone I could not hear of at all. There were instances of men joining so-called death societies of a general character, formed to provide for funeral expenses; and occasionally I heard of life insurances in ordinary insurance companies, the object in this case being usually to secure a fund for the family at death, and not, as in some instances in the North, for payment of a fixed sum at a fixed date.

X. Trade Unions.

(82.) To the questions put on this head the replies were almost always in the negative; at Clyde Bank, however, the labourers said that the Ploughmen's Federal Union had made a commencement in Dumbartonshire. Something in the nature of a strike by women, unconnected with a union, was attempted in Stirlingshire in a purely agricultural district, but it failed, as is indicated in paragraph 11 of this Report.

XI. General Relations between Employers and Employed.

(83.) The feeling between employers and employed was generally spoken of by both sides in a favourable manner, "fairly satisfactory" and "very fair" being the expressions usually adopted. At Clyde Bank it was stated by the farm servants to be "a little upset by the advent of the "Ploughmen's Federal Union, but now fairly good." A large employer of labour adopted in his written reply the very same expression, but adds, "not so good as some years ago," owing to a change of demeanour on the part of the men from reading certain weekly papers from Glasgow and Dundee.

The Agricultural Labourer.

As an illustration of the good understanding that at least occasionally prevails, a tenant farmer in Stirlingshire informed me that coming home to his farm early one morning in harvest time, he was about to request the men to start at once to the in-gathering of a crop, when he found that his men had voluntarily risen at a very early hour and accomplished most of the work he had in view; of this he knew other instances.

XII. General Condition of the Agricultural Labourer.

Wages.

(84.) In so far as the question of wages affects the general condition of the agricultural labourer there is no question that as compared with former years, and in view of the depressed condition of agriculture, he stands well. Although in one or two cases there was an indication that the present wages were considered reasonable only because of present low prices for farm produce, the impression left upon me as to the majority of instances was that the men considered their position in respect of earnings satisfactory; and as a matter of fact it very rarely happened that the wages were commented on at all.

It would be difficult to see how they could be complained of, for I understood that in spite of general depression of trade wages had not fallen, while the prices of the necessaries of life had diminished.

At Falkirk the spokesman for the labouring men said that their condition was much better than it used to be, and I believe he was at work at a farm where there had been no rise of wages (though they may have been high originally). At the farmers' meeting the spokesman stated that the "general condition was very "good indeed—wages are doubled since I commenced "farming." Asked if any rise since 1882 he stated that ploughmen had advanced nearly 5*l*., and unmarried men and women in proportion, and that formerly longer hours were required and more work was done.

At Stirling the masters alleged that even "in the last 10 "years wages of married ploughmen had risen 5*l*., and the "necessaries of life had fallen."

At Drymen, in the same county, the evidence was that the "general condition would be better if there were not "a run on the whisky shops [this fault has very rarely "been presented to me as an ordinary vice]. Still, they "are very well off as a rule. Wages have gone up since "1880. A few save money. I know of one man saving "25*l*. in a year."

Food of boarded servants.

(85.) A ploughman of about 50 years of age, speaking in his own cottage, while complaining of several things, said that wages were good, and that "the men living in the farmer's "house had improved their meating of late years. They "insist upon getting good food and, if not supplied, will "rise and go. When I was in their place I would go a "whole year without tasting either tea or white bread."

In Dumbartonshire it was said upon the question of wages that "the food of unmarried men has increased in "quality and quantity, and the cost of their maintenance "is therefore greater."

Mr. Buchanan, innkeeper at Drymen and farmer, and once a ploughman, after stating that formerly the wages of an unmarried ploughman living in his father's house were 8*l*. the half-year, added that the food consisted of porridge and milk in the morning, followed by oat cake, and he did not find (in answer to my question) that this was too much oat food. Middle of the day, broth and mutton, occasionally beef, being the salted side of a bullock prepared in November. Tea on Sundays instead of porridge. In the evening usually porridge. About 20 years ago he had a mixture of potatoes and milk hot in the evening as a change. The potatoes were crushed with a beetle by the men, who took it in turns. Over the whole dripping or cream was poured. This mixture was much enjoyed. "The practice of the men's wives giving their husbands "tea and white bread is partly due to their desire to be "saved trouble."*

Married men's food.

* See remarks by both employers and employed on disadvantage of this. Report on Ayr, Renfrew, and Argyll, par. 58. Report on Lanark and Linlithgow, par. 60.

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Cottages.

(86.) With regard to cottages it will have been observed that while something is being done, they are still rather limited in number, and of that number only a very few of the older ones are free from the prevailing fault of damp. A better supply, and correction of the fault in question, would go far to establish a favourable view of the general condition of the agricultural labourer.

Thrift and savings.

(87.) It was made clear to me that with current wages and concurrent prices of the necessaries of life, saving could be effected, but the tendency of the labouring class, as noted in my Report on Ayrshire, Renfrewshire, and Argyllshire, to live in better style prevents the accumulation of a reserve corresponding to the increased means. Indeed it is a question whether, as a rule, the actual amount now saved is in excess of the savings of former times, It was a rather delicate inquiry to put to the men themselves, and they would neither admit that their opportunities of laying by were greater, nor that they did not act with reasonable prudence. The absence of thrift amongst the married men in these times was partly attributed to the want of management on the part of the wives, who incurred expenditure for articles formerly supplied more economically from their own hands. But it was also allowed that with the whole family there was a growing expansion of general expenditure. Nevertheless some careful men and women were to be found everywhere.

As regards young unmarried men, it is quite obvious to anyone that, with their good wages and living and boarding in farm houses, their opportunities of saving are considerable. But they do not seem to have, as a rule, the thrift of their forefathers.

In Mr. Gillespie's Report on Aberdeenshire and Kincardineshire, paragraph 153, the above statement regarding the position of the unmarried men is borne out as to those counties, and a sum of 8*l.* 5*s.* is specified by a young man as the sum necessary for yearly expenditure.

It was, I think, in Renfrew that a small farmer told me that in his younger days his necessary expenditure was a little over 4*l.*

Payment of wages.

(88.) There arises from the above the question of the paying days for the unmarried men. Some of them are impatient at having to wait the half-year for their money, or dissatisfied that they should have to ask for instalments; a request not usually refused. Yet I was several times informed that such occasional payments were bad for the young men themselves, and in my last report I quoted inadvertently a labourer, whose residence was really in one of the counties under review, Stirlingshire, to show that some ploughmen thought the same. That particular individual even put it as a complaint that the masters obeyed the wishes of their men. Any grievance alleged on the head of delay is thus to my mind an allegation only.

Although it seems established that as a rule there is not that exercise of prudence formerly exhibited, and that as a result the people are "not so well off," as it was once shortly expressed, not a few cases could be mentioned where the amounts saved were very striking indeed, the parties still presenting a good and comfortable appearance. And I have to repeat that so far as the Poor Roll is concerned, while bearing in mind the stricter Poor Law in Scotland, the agricultural labourer holds an honourable position, as may be discovered by an examination of certain returns furnished to me and contained in Appendix B.

Legislation, how far desired by either side.

(89.) There was seldom, from either master or men, a positive and express request for legislation, but from the men's side I understood, nevertheless, that in their view such and such changes in their condition ought to be made, and that if not soon acceded to the legislature should interfere.

I observed, however, that the request for legislation was sometimes made by the young men only and without thought.

The masters were, I believe, of one mind to be left alone; but at Stirling it was put very emphatically before me by the masters at one of their meetings that upon the question of non-appearance as per engagement, or desertion of service, they had a very considerable grievance to present.

Paragraph 151 of Mr. Gillespie's report so correctly describes the grievance and the difficulties of dealing with it, that I cannot do better than quote it in full. Mr. Gillespie says, "Such desertion of service, in "which term I include failure to begin a term of service "according to engagement, has, I am sorry to say, been "found common of late years (evidence 109, 129), and "some remedy is urgently demanded by the farmers.

"Imprisonment is no longer competent, and arrestment "of wages is also illegal. In these circumstances the "farmers are helpless against what is often a serious "hardship to them, and an inexcusable offence by the "servants. It is suggested that it be made allowable to "arrest wages in execution of a sheriff's decree for any "damages that may be incurred by such desertion."

On this subject my colleague, Mr. Hunter Pringle, has, I believe, embodied the view of an eminent counsel in his report (not yet published) on the counties of Fife and Kinross. I think it fair, however, to the men to say that some concurred with the masters, that service was obligatory in any event, while others thought that, provided the earnest money, or earles, were returned, the obligation to serve would then cease.

As to the time when this return should take place, these last were not agreed; some holding it must be at the same fair, some before next fair, and others any time before the date of service.

When I pointed out that returning the earles at all was a very one-sided arrangement, if the master could not also change *his* mind, the reasonableness of this view was never contested.

(90.) The masters, therefore, while not asking for legislation at all, intimated very strongly that if changes were to be made, *that* subject should not be forgotten.

Hours and holidays.

The points relating to the general condition of the agricultural labourer which seemed most to touch him, were those relating to the hours of work and to holidays. Generally they wished the hours curtailed, but they were not all of that opinion; and some seemed to be content if they obtained more holidays.

I have said that the demand for a compulsory change was sometimes made hastily and by the young. This appeared to me to be proved by their incapacity to meet a question relating to some obvious result of such a change.

As to holidays, in asking for a weekly half-holiday as well as shorter hours, they were not apparently sensible of the fact that the half-holiday alone implied 26 whole days in the year, and that this meant a working month, and that possibly the employer would in such case consider the wages.

Asking them whether they were so anxious to obtain the half-holidays, that they would be willing to sacrifice the wages rather than not have this recreation, they were very unwilling to reply, and even to say that they would agree to lose a *portion* of such wages.

The more general demand for holidays was, I think, rather for more whole days; some older men wished also to break off say at 4 or even 5 instead of 6 on Saturdays in summer, while other elder men and all young men wished for the half-holiday complete. The masters, in this as in other districts, are opposed to the half-holiday, especially if on Saturday, as the men and horses, they say, both suffer, or may suffer.

Short engagements.

(91.) Coming to questions where the labourers were more divided, I find that there were some in favour of short engagements; by the *month* seemed the favourite time, but others considered that there was safety to them in the long engagements.

There will be found in the schedule, Appendix D., a very elaborate paper on the general condition of the agricultural labourer, contributed to me by the great courtesy of the manager of the Carron Iron Works Company's Farm, near Falkirk. And in this paper it will be seen that while complaining much of the men's demeanour in certain respects, he is, in regard to short engagements and Saturday half-holidays, in accord with those who support the desired changes.

Mr. Aitkenhead's views are not general among the masters, and he himself gives the reasons why this is so.

Payment in kind.

(92.) The question of payment in kind did not press severely anywhere, though it was often enough advanced that there should be an entire money wage. Others, however, thought differently and gave their reasons. In this district the payment in kind is not so great a factor as in other districts, though it is still an appreciable sum. In view of the division of opinion on this and the other question, short engagements, I do not think it necessary to present any views of my own, and also the latter question may be left till a further report relating to another county where a large employer of labour and a careful observer has considered the whole subject, and already taken action in the direction to which his conclusions pointed.

Conclusion.

(93.) Reviewing the whole position, I observe in the agricultural labourer a growing impatience of continued control, and, whether of hours or days, a sharper desire to be free as early as possible, and a longing for more frequent breaks in the round of toil.

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In this respect it is, I think, that the general condition of the agricultural labourer strikes him as being unsatisfactory, though he is not, perhaps, very ready to make the sacrifices submitted to by those who enjoy the greater freedom.

I am disposed to think that a slight relaxation of hours, or the grant of more assured holidays to be distributed as may be arranged, having in mind the disadvantage of fixed days in a climate like ours, would tend to give peace and contentment to many of the more reasonable class of working men.

There is, it must be remembered, a little sentiment to be considered in this matter, and the agricultural labourer feels the difference of his position when, in the neighbourhood of manufacturing industries, he sees his brother labourer pass by in freedom and on pleasure bent. The views of the men on this question were presented to me with moderation, and while the feeling of the masters thereon deserves all consideration and respect, and their frequent concessions should not be forgotten, I cannot but think they will do well to meet half way such of the men's requirements as are capable of reasonable adjustment.

I have, in conclusion, to express my thanks to the various officials of the counties for their courteous attention to me at all times, to the secretaries of the local agricultural societies, to the tenant farmers for active personal assistance as well for the men as for themselves, and lastly to the general body of labourers for the kindly reception accorded to me at all the inquiries held in their behalf.

I have, &c.

(Signed) H. RUTHERFURD,
Assistant Commissioner.

APPENDIX A.

ABSTRACT from AGRICULTURAL RETURNS, 1892.

County.	Land and Water area.	Arable.	Permanent Pasture.	Rented and Occupied.	Owned and Occupied.	Total Acreage of Cultivated Land.
	Acres.*	Acres.*	Acres.	Acres.	Acres.	
Dumbarton - -	170,762	29,123	22,502	45,432	6,193	51,625
Stirling - - - -	296,928	72,983	45,808	94,937	23,854	118,791

* Including acreage of small fruit and bare fallow or uncropped arable land.

APPENDIX B. (1.)

PARISH OF ST. NINIAN'S, STIRLINGSHIRE.

Acreage, 38,047 acres. Valuation 65,638*l.* Population 1892, 9,347.

TABLE showing the number of cases on the Poor's Roll of the Parish as at 14th May in the years, 1882, 1886, and 1892, and the local branches of trade or industry in which the paupers were previously employed or connected with.

Year.	Factories, Quarries, Iron works, and Miscellaneous Occupations.	Domestic Service.	Agriculture	Total Cases.	Agricultural Per-centage of Total Pauper Cases.	Pauper Per-centage of Agricultural Population to Total Population.
1882 - - - -	143	14	3	160	1·8	·03
1886 - - - - -	125	16	1	142	0·7	·01
1892 - - - -	104	16	2	122	1·6	·02

There are about 130 farms in the parish at rents varying from 50*l.* to 580*l.* per annum; the agricultural element thus forming a very considerable branch of industry. Agricultural labourers and their families may number about 500. Pauperism in connection with agriculture appears to be a very small item in this parish.

(Signed) SAM REID.
Inspector of Poor.

APPENDIX B. (2.)

(*a.*) PARISH OF CUMBERNAULD, DUMBARTONSHIRE.

Acreage, 11,635 acres. Population of Parish (1891), 4,283. Estimated agricultural population, not including working farmers, their sons or daughters, 350.

Letter from Mr. LONGWILL, Inspector of Poor.

SIR, Cumbernauld, 2nd Jan. 1893.

I DULY received yours of 26th inst., and have gone carefully over my books since 1882, and I find we have not had a single application for relief from an agricultural labourer, and thus I thought there was no need to make out a report same as Mr. Reid of St. Ninian's, so I return it herewith.

The majority of our paupers here are miners, weavers, and quarriers.

Your obedient servant,
(Signed) JOHN LONGWILL.

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(*b.*) Letter from Mr. Bow, Inspector of Poor, Airth Parish, Stirlingshire.

Acreage, 5,477. Population (1891), 1,325.

DEAR SIR, 29th Dec. 1892.

As far as my Poor Roll stands, there has been only one agricultural labourer on my list these last 12 years, and he died in 1886. He ought never to have been on, as his family were quite able to maintain him. This parish is purely agricultural; the rents of the farms vary from 65*l.* to 580*l.* Ploughmen in cottages, weekly wage, 18*s.* to 22*s.* Single men, 12*l.* to 17*l.* per half-year, with rations and board.

(Signed) ALEXANDER BOW.

(*c.*) PARISH OF DRYMEN, STIRLINGSHIRE.

Letter from Mr. MELROSE, Inspector.

30,973 acres. 15,778*l.* value.

75 farms - - - - rent from 50*l.* to 400*l.*
32 „ - - - - „ 10*l.* to 50*l.*
No public works in the parish.
Population - - - - - - - 1,512
Average number of paupers this last three years - - - - - 19

Of whom two are agricultural labourers. The one (male) insane, the other a widow with five young children.

These two cases explain very much why we have agricultural labourers on our roll at any time. Farm servants are perhaps better off in this district than any other class, everything considered.

They are not very saving, and this paying of wages by instalments has, in my opinion, a good deal to do with it. If wages were paid on *term days only* it would work a power of good.

W. MELROSE, Inspector.

(*d.*) PARISH OF CARDROSS, COUNTY OF DUMBARTON.

Letter from Mr. PATERSON, Inspector.

Total acreage of parish* - - 11,536·487 acres.
Population of parish - - 10,550
Population of landward part - - 1,505
Estimated number of agricultural population - - - 475

Mr. Paterson, Inspector of Poor, states that out of a total of 161 cases on his poor roll he can only find three cases where the recipients can be said to have been dependent entirely on agricultural employment.

"On the whole, the population to which your inquiry refers seems to me to be industrious and frugal; they may not be able to put away much of their savings, but generally speaking they do not become paupers."

* In census returns, 8,264 acres.

APPENDIX C. (1.)

WAGES paid PLOUGHMEN on DUNMORE HOME FARM tenanted by MR. T. MALCOLM.

Occupation.	Money in Year.	House worth.	Potatoes planted worth.	Wheat and Grinding.	Meal.	Milk.	Coals Carting.	Earles.	Total Earnings.
	£ s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	s. d.	£ s. d.
*Grieve - -	57 4 0	4 0 0	1 0 0	16 0	—	—	15 0	5 0	65 4 0
First Ploughman	52 0 0	4 0 0	1 0 0	16 0	—	—	15 0	5 0	58 16 0
Ploughman -	48 2 0	4 0 0	1 0 0	16 0	—	—	15 0	5 0	54 18 0
Ploughman -	46 16 0	4 0 0	1 0 0	16 0	—	—	15 0	5 0	53 12 0
					6½ bolls at 17*s.*	½ Gall. 2*d.* per day.			
Ploughman -	39 0 0	4 0 0	1 0 0	16 0	5 10 6	3 0 10	15 0	5 0	54 7 4
Ploughman -	37 0 0	4 0 0	1 0 0	16 0	5 10 6	3 0 10	15 0	5 0	52 7 4
Ploughman -	41 12 0	Stays with father.	0 10 0	—	—	—	—	5 0	42 7 0
Ploughman -	35 2 0	Stays with father.	0 10 0	—	—	—	—	5 0	35 17 0
Ploughman -	40 0 0	4 0 0	1 0 0	—	5 10 6	3 0 10	15 0	5 0	54 11 4

* The grieve's money wage is 57*l.* 4*s.*, with addition consisting of the same items as those granted to first ploughman, and 24*s.* worth of oats over and above, thus making the total wage 65*l.* 4*s.*

APPENDIX C. (2.)

GALLAMUIR, 340 acres in extent.

Staff.	Occupation.	Wages.	Allowances.	Total.
				£ s. d.
1	Grieve - -	22*s.* per week, cash - - - -	6 cwt. potatoes driven, free house, and coals driven.	63 14 0
1	Ploughman, married	20*s.* per week - - - - - - -	Free house, and coals driven.	56 15 0
1	Ploughman, unmarried.	26*l.* cash - - - - -	Board and lodging - -	42 4 0
3	Ploughmen - -	18*s.* per week - - - - - -	Free house, and coals driven.	51 11 0
1	Boy - - -	10*s.* 6*d.* per week - - - -	—	27 6 0
1	Cattleman - -	20*s.* per week - - - - - - -	Free house, and coals driven.	56 15 0
6	Female workers not regular.	1*s.* 6*d.* per day during - - - -	—	—
		3*s.* 4*d.* per day during harvest - - - -		
		3*s.* 3*d.* per day during potato lifting - -		

I think 7*s.* per week about the sum required for board and lodging of unmarried ploughmen.*

I am, &c.

(Signed) JOHN EDMOND.

* (But the board in above item of 42*l.* 4*s.* appears to be calculated on footing of about 6*s.* 2¾*d.* a week. H. R.).

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THE AGRICULTURAL LABOURER.

Extract from notes by William Aitkenhead, Roughlands, Carron, Stirlingshire, Land Steward for Carron Company.

The extent of land farmed at Roughlands, is 800 acres, thus:—

	Extent.	Rental.
Owned by Carron Company, acres	100	£185 0 0
Held on Lease „	700	1,676 10 0
	800	£1,861 10 0

The amount of cash paid in wages being about 1,000*l.* per annum, exclusive of all allowances to hired labourers.

BENEFIT SOCIETIES.

There are no benefit societies among the farm labourers, but there should be, and I would be inclined to favour legislation under this head, because a ploughman's wife, owing to the present "use and wont" rule of wages being paid when off work through sickness, lives up to the income, often beyond it, and the one fortnight's wages are generally exhausted before the other is due. Consequently when any death or serious illness occurs in the family, or the ploughman himself becomes unable to work, through some permanent illness or old age, there is nothing to fall back upon. I must say the system of paying wages to farm labourers when off work from illness or any other cause is a bad one and should be discontinued. It demoralises the men, and I have known them frequently off work through alleged illness when they could easily have been on duty; on more than one occasion I have found men confined to the house during the day, and get up after dark and go off to the town and lie in bed the following day, and on several occasions I have had men off work from sickness for full six weeks, but I always found them able to start on the begining of the seventh week.

9.—GENERAL CONDITION OF THE AGRICULTURAL LABOURER.

The general condition of the agricultural labourer has much improved within the l st 10 or 12 years. The wages are no higher than they were about 15 years ago; I understand that at that time they had risen considerably, but all articles of food and even clothing have fallen in price so much within the last few years, that the agricultural labourer is much more comfortable than any other unskilled labourer and equal to many classes of skilled labourers, yet there is a great amount of discontent amongst the agricultural labourers in this district, and employers must be very careful not to find fault, or the employé just leaves on the spot. Notwithstanding the general improvement in the position and income of the farm labourer, there is a great desire on the part of the men to leave farm work and drift into foundries and other such public works so as to have the Saturday afternoon, on which they put great stress.

I am strongly in favour of the abolition of yearly or long engagements as being unsuitable for employers and employed. The present mode of engagement gives the employé full security of employment for a full year, whereas the employer has no security, as the married ploughman, who is generally paid weekly or fortnightly can walk away any time immediately after pay day, and the master can do nothing; even single men or women servants boarding in the farm house, and only paid at the end of the half-year, frequently leave during the engagement without warning, and as a rule the farmer has to pay wages for the time they have worked.

I think there should be no engagement longer than a fortnight, *i.e.*, that labourers would be paid wages fortnightly, with a week's lying time, and when going to leave give their employer a fortnight's warning, and when the master wanted to put away a servant he would also give a fortnight's warning; that is the custom in other trades and it works well, for instance, with miners, who like the farm labourers, generally live in houses belonging to the employer, and there is no reason why it should not work equally well with farm labour. When a farm labourer goes to other employment the long engagement stops and he stops shifting about. One good effect of short engagements would be to stop "feeing fairs," which are a terrible curse to farm servants, besides the loss of the day to the farmer, and the majority of the labourers are of little account for two or three days afterwards owing to the overdose of bad whisky, and some get locked-up and do not return for another day.

This is how I have observed the long engagement cause men to drift into the town. Men are generally engaged or re-engaged at the end of March for the year commencing on 28th May. Well, I have frequently found that at engaging time some of my men had a desire for a better job, or to change, and would not engage, but preferred, to use their own expression, "to remain free;" then when the removal term came the old servant had to remove as I had another engaged, so into the town or village he went so as to be free to take the good job which never turned up. From my experience I am convinced that short engagements would stop 90 per cent. of the shifting from place to place, and under that style there would be fewer bad servants and there would also be fewer bad masters. Of course, with short engagements, the farm labourer would require to get an increased wage during harvest so as to make time equal to the labourers who are employed for the harvest, also they would require to be paid for overtime because they would not then be paid when off duty, but payment for overtime would have the effect of getting them to work overtime frankly. At present it is very difficult to get labourers to work overtime in harvest, although they are allowed refreshments, and when they do work they scarcely work for the value of the refreshments.

I have known many men leave my service and go to work in the foundries or at the docks for lower wages just for the sake of having the Saturday afternoon, and that along with the general discontant and the utter impossibility of getting women workers to turn out on the Saturday afternoon induced me to start the Saturday half-holiday on this farm, and I must admit I find it works perfectly well. I am not prepared to argue that the men will do as much work in the 56½ hours as in the 60, but it is the case that I have had a man less since starting the half-holiday, and the work is as far advanced on this farm as any in the neighbourhood. There is no Saturday afternoon allowed in harvest or while making hay. Many farmers have a theoretic objection to the horses being off work on Saturday afternoon, the time being too long from Saturday afternoon till Monday morning, but I have found no evil effects in the horses. Many of my neighbours have their horses in the stable for 10 or 14 consecutive days during severe frost, and even that does not seem to injure them, and if the men are to get a half-holiday at all, to satisfy them it must be on Saturday afternoon, because that is the time all other workmen are off duty, and when the football matches and all other amusements are in progress, and besides the men grudge working on Saturday afternoon and seeing all others passing them in holiday attire.

I do not expect the Saturday half-holiday to benefit them either mentally or physically, but I am of opinion that it is necessary to concede it so as to induce men to remain at agricultural work. It cannot be insufficient wages which causes men to leave country work for the town, because a ploughman with 1*l.* per week and the usual allowances is as well off as a man in a city with 26*s.* per week making allowance for holiday deductions and increased house rent and taxes. Yet many good workmen have left me and gone to labour in foundries for 18*s.* per week, of which they had 3*s.* per week to pay for house rent and taxes.

I consider it advisable to pay money wages as much as possible, as men do not usually put full valuation on payments in kind, and are more satisfied with the money so that they can expend it as they please; and, nowadays, provisions are so much easier obtained in the country than formerly, that they have no difficulty in supplying the wants of the household. In this district provisions are quite as cheap as in any large town.

(Signed) WILLIAM AITKENHEAD.

24th December 1892.

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APPENDIX D. (2.)

Memorandum by ANDREW DUNN, Ploughman at above farm of Roughlands, December 1, 1892.

The money wage averages 19*s.* per week. For overtime in harvest an allowance of one boll (140 lbs.) of meal per man is given, and every one gets besides two bags (4 cwt.) of potatoes yearly. Every married man has a house and small garden, and is allowed 6 tons of coal yearly. The houses which are almost all of two apartments are all old and done. Till lately they had no necessary conveniences.

The relation between the employer, Mr. Aitkenhead, and his men are of the most friendly character. At last May term he gave them, almost unasked, the Saturday half holiday, making the ploughman thus so far in the same condition as other tradesmen.

(Signed) ANDREW DUNN,
As representative for Carron Company's Ploughmen, (about 20.)

The writer gave oral evidence also, at an evening meeting.

In reference to the general relations between employers and employed in this district, he stated that these were "friendly."

The general condition of the agricultural labourer he describes as "much better than it used to be."

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ROYAL COMMISSION ON LABOUR.

THE AGRICULTURAL LABOURER.

SCOTLAND.

REPORT

BY

MR. H. RUTHERFURD

(ASSISTANT COMMISSIONER),

UPON

NORTH LANARKSHIRE

AND

LINLITHGOWSHIRE.

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THE AGRICULTURAL LABOURER.

To GEOFFREY DRAGE, ESQ., Secretary,
Royal Commission on Labour.

2, Harcourt Buildings, Temple,
April 15th, 1893.

SIR,

THE AGRICULTURAL LABOURER.

District visited.

(1.) I have the honour to submit my report on the position of the Agricultural Labourer in the fourth district assigned to me in Scotland. The district comprised North Lanarkshire and Linlithgowshire, and the enquiry extended from the middle of January to the latter part of February 1893.

Mode of Inquiry.

(2.) In making my investigations I adopted the course hitherto observed. I placed myself in communication with the county officials and the secretaries of local agricultural societies, and, where possible, with the representatives of Ploughmen's Unions. I held public meetings at places convenient for the parties respectively invited; in Lanarkshire inquiries were held for tenant farmers, proprietors, and others at Hamilton, Lanark, and Glasgow, and for farm servants at Lanark, Bailieston, Rutherglen, Cambuslang, East Kilbride and Hamilton. I had not originally given notice of an evening meeting at Hamilton, because I understood that the neighbourhood was largely and chiefly a mining district and that the farm servants from a distance would probably not attend. I therefore decided to visit them on their farms, and saw some accordingly. Also, I intimated publicly that I should be at my hotel several evenings consecutively; but no one came. An agent of the Ploughmen's Federal Union having expressed surprise that no public meeting was held, and being myself very anxious that the men should have an opportunity of expressing their views in Hamilton, if they really wished to do so, I determined to hold a meeting as suggested.

Having, after very full and special notice given, returned to Hamilton to hold the inquiry, I attended at the Town Hall accordingly, with the result that, during the hour I sat beyond the appointed time, the reporters of the local Press were the only visitors.

In Linlithgowshire I held one meeting for tenant farmers and three for farm servants, first in Linlithgow for the masters and men in morning and evening respectively, then for men again at Kirkliston and Winchburgh. In addition to public meetings I took advantage of any opportunities that offered of holding personal interviews with labourers; and when visiting the cottages of a farm, I generally obtained some evidence from the farm tenant also occasionally. Other persons qualified to give evidence on the subjects of the inquiry, were interrogated either in person or by letter.

Lanarkshire. Description.

(3.) The first county visited was Lanarkshire, the investigations being limited, however, according to your instructions, to the northern half. The county is divided for administrative purposes into three wards, Upper, Middle, and Lower. The Upper Ward is on the southern side, and, starting from rather elevated land with declension to the Clyde, rises into the high pastoral country extending to the Northern boundary of Dumfriesshire, Lanark being the chief town. The Middle District abuts upon Ayrshire on the west and on Peebleshire and Linlithgowshire to the east, and has for the chief town Hamilton, while the Lower Ward, flanked east and west by small portions of several counties, extends to Stirlingshire on the north, and comprises within it the city of Glasgow. The whole county occupies an area of 569,879 acres. It is divided also, naturally, into two main divisions by the River Clyde, which runs through the centre of the county to Glasgow, thence between the counties of Renfrew and Dumbarton to the sea.

There are coal and lead mines, and the presence of shale has induced the establishment of extensive oil works. The various industries engaged in bringing to the surface the stores of mineral wealth are abundantly dispersed over the agricultural area of North Lanarkshire, as the steam jets and smoky shafts largely testify.

B.-IV. NORTH LANARKSHIRE AND LINLITHGOWSHIRE.

Agricultural features.

(4.) In the valley of the Clyde and adjacent vales, and on the moderately high uplands between them, there is considerable cultivation of cereals and green crops, the former including chiefly oats and barley. Sheep-grazing and horse breeding are also largely undertaken. In suitable districts, especially where in touch with the numerous railways, many of the farms are mixed arable and dairy, or are engaged in either the sweet milk or the cheese-making business exclusively, the two kinds of dairy business being, however, sometimes combined.

Dairying.

Dairying is, indeed, now an important branch of farming industry; the number of cows on a holding is sometimes in proportion to its acreage considerable. Many of the dairy farms are small, and these are much managed by the farmers themselves, the farmers' wives taking an active part, being spoken of as "very industrious and working "hard." Here, as in other districts, I understood that this was a branch of farming which in these times did pay, though the calls upon the energy of those engaged in it appear to be somewhat severe.

Stock breeding.

Stock breeding is heard of in some districts and chiefly in respect of the famous Clydesdale horse, but it is said that several, if not many, farmers have lately retired from that branch of stock rearing, the profit thereupon having diminished owing to a reduction in the demand from abroad.

Rotation of crops.

The rotation for cropping near Hamilton was not always confined to the strict terms of the farm leases, a certain latitude being allowed to the tenants; but when, in accordance with the custom of the county, the five-course shift was adopted on the stiffer soils, the rotation was as follows:—The first year beans; the second, oats sown down with grass; third year, grass taking a hay crop; fourth, grass (sometimes hay again); fifth, grass; occasionally a sixth year also of grass. From the nature of the soil green crops (turnips and potatoes) are but little cultivated.

Arable and dairy farms near Glasgow.

Around Glasgow arable farms prevail, some with a four-course shift, and others with a rotation of six years. That of the former is arranged thus:—First year, oats; second, green crop; third, wheat or oats; fourth, hay.* [For cultivated area *see* App. A.]

More remotely from Glasgow, and commencing at or about a radius of 10 miles, dairy farms abound, chiefly for the sweet milk trade. The prices obtained for milk sold to merchants to be retailed was stated to be 8*d.* a gallon in summer and 10*d.* in winter.

Strawberry cultivation.

Among the developments of recent years may be mentioned the strawberry cultivation on the banks of the Clyde. From the neighbourhood of Lanark downwards for several miles the sloping sides of the hilly land closing in upon the Clyde display small and irregular areas of excellent soil. The adaptation of these to the cultivation of the strawberry was commenced a few years ago, and rapidly extended down both sides of the valley. Recently fruit-growing generally has also been started, the produce finding its way in due season to the great mart of Glasgow. (Appendix B.)

Size of farms.

(5.) The farms as a rule are of limited extent, but range from 70 to 400 acres, averaging from 120 to 150 acres. In one quarter, where the soil was partly stiff and partly light, the holdings were of such extent as is represented by two to four pair of horses.

Owners of land.

(6.) A considerable portion of the county is held by large proprietors, but in the direction of Lesmahagow and Avondale, where sheep and cows are the chief resources, there are many small owners; and these retain the land in their own occupation, the holdings running to about 150 acres each.

Linlithgowshire. Description.

(7.) The county of Linlithgow, or West Lothian, lying to the south of the River Forth, here an arm of the

* Some of the arable farms are in part taken up with market gardening.

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B.-IV. North Lanarkshire and Linlithgowshire.

sea, is bounded on the east by Mid-Lothian, on the south and south-west by Lanarkshire, and on the west by the county of Stirling. Extending from about a length of 20 miles to an average width of 9 or 10 miles, it comprises a total area of land and water of 77,186 acres, of which the cultivated portion is under 60,000 acres.

The county presents on the west and south-west sides elevated land in a series of ridges travelling east and west, but those towards the east flatten out, and cultivation becomes more general and of a higher order.

The minerals comprise coal and limestone in abundance. Ironstone is also found in some parts, while the presence of shale has of late years given rise to the construction of works of a very extensive character for the manufacture of mineral oils. The soil in many parts is clayey with a distribution of loam and sand.

Agricultural features.

(8.) The greater part of the lower portion of the county is arable, but cultivation is carried up to some altitude on the higher ground, oats being chiefly grown, while below, in the Kirkliston district, wheat is very general. The remainder of the cultivated area may be described as pasturage of various kinds, some tending to a moorish character.

Farms.

(9.) The farms vary from 100 to 400 acres; those in the higher district being very much managed by the farmers themselves and their families. On the east side the holdings are of the larger kind, and rents, which near Linlithgow range from 50*l.* to 600*l.*, attain near Kirkliston to 700*l.* or 1,000*l.*

Land-owners.

(10.) Estates in the county are mostly large, and in so small a county are not, of course, numerous. Proprietors occupying their own land are very few. The estates of two large owners, those of the Duke of Hamilton and the Earl of Hopetoun, are somewhat dispersed.

I. Present Supply of Labour.

Labour supply.

(11.) The evidence of both counties established that, except at the busy season, the supply of labour in this district was fairly sufficient, yet it was brought to my notice several times that masters were in the habit of advertising for farm servants. The spokesman at a labourers' meeting at Lanark explained this, perhaps, when he said that the hiring, at least in that neighbourhood, being at the February fair, for service at the end of May, both masters and men were inclined to hold back from engaging at that early date. So that although the hiring market might be full of unengaged parties, the need for subsequent negotiations would still arise. Very seldom was there a reference to the supply of female servants on the general question being put, but at other times it appeared that the field workers were fairly sufficient for ordinary seasons; dairy maids were not, and for those of a high quality there was great scarcity. In part of Linlithgowshire it was stated that there was a deficiency of labour all round, and in the whole district it was invariably allowed that there had been a decrease during the last 10 or 15 years.*

Fairly sufficient, but decrease.

Lunatics and Labour.

(12.) A mode of supplying labour of a special character may be here mentioned.

Near Lanark, as in some other places, work is performed to some extent by lunatic or weak-minded patients. These men are boarded out by different parishes in private dwellings, mostly those of small farmers. An inspector of poor stated that "they are greatly in demand, "at least those who can work, some being strong and "splendid workers, quite capable of doing a day's work." The parishes pay as a rule 7*s.* a week for their board and of course the farmers have their labour in addition. I heard of a labourer complaining that the lunatics did at least what his lads and girls used to do, and *they* were forced to service away from home in consequence.

Immigration.

(13.) Immigration into the district is chiefly by Irishmen, either from Ireland direct, or other parts, and usually occurs between July and December, but the numbers were stated to be less than formerly. They are employed in the earlier period, owing to the scarcity of women, in turnip-singling. The city of Glasgow, when trade is bad, sets free a certain portion of her population, and very probably an appreciable part of it is Irish. In my last report, that on Stirlingshire and Dumbartonshire, I alluded to the supplying of labour in the country places at certain seasons from fixed Hibernian colonies or settlements in Scotland. In Schedule A to the Report on the Limavady Union by Mr. MacCrea, our colleague in Ireland, I observe a statement from a witness to the effect that the change from arable to grass land has been the cause of many of the native labourers emigrating to America, England and Scotland and that they are "employed in the latter case in manufacturing and mining industries."

The Agricultural Labourer.

Hands so engaged would at a dull time be well qualified to take their part in agricultural operations, and they most probably do so.

Strawberry district.

(14.) In respect of the strawberry cultivation above referred to, there is a considerable migration to those fields of labour, though, perhaps, not from any great distance. Commencing with small numbers in the early part of the season, the persons engaged gradually increase in quantity until at the height of that period they become very numerous indeed. They cannot all find accommodation, and with many, therefore, it is not immigration in the ordinary sense. Lanark town furnishes a large portion, and in high summer women and lads will start between 2 and 3 o'clock in the morning, intending, no doubt, to be at their destination before the appointed regular time, so as to earn the additional pay granted for work during extra hours. A domestic servant formerly so engaged said she had worked 7½ hours beyond the regulation period (7 a.m. to 5 p.m.) and so earned altogether 5*s.* in one day.

The minister of the Established Church of Lanark, her master, stated that the work was not well suited for a good class of girls, the workers comprising not a few women of inferior condition and character.

Efficiency.

(15.) It was not always that employers were agreed as to the efficiency of the labourer when compared with that of former times, but, on the whole, the opinion seemed to be that it was as good, or nearly so, but that this was not the case with regard to female workers. In comparison with other districts the verdict was very uniformly that the position was equal.

Competing industries.

(16.) In so manufacturing and mining a district as North Lanarkshire, and to some extent also in Linlithgowshire, it is obvious that there would be many openings for the farm labourer, and accordingly a result of this is a tendency on the part of even the best men to leave service in the field for a very slight cause, or to gain some moderate advantage. From such industrial occupations the men, it was said, sometimes return to agricultural pursuits, but not under improved circumstances, while others remain, although under adverse conditions. On the other hand, men of steady habits who continue in their new career, may and do attain to good positions. In a large Colliery District in Lanarkshire I understand that out of some 50 pits about three-quarters of the pit headmen have spent a good part of their previous working lives on farms. In the opinion of Mr. King, Inspector of Poor "the greater "part of positions of trust at pits and works in this "quarter, where skilled labour is not required, are filled "by middle-aged or elderly farm servants."

Collieries.

Police.

(*a.*) While iron foundries and oil works claim many, other occupations said to be very attractive to the agricultural labourer are the police force and office of attendant at the ever-extending lunatic asylums, and to these converge the very best of the men.

Army.

(*b.*) Having on two occasions been in towns where recruiting was carried on, one in my former district and one in Lanarkshire, I ventured to make some inquiries at the Barracks; for if the Army was not a competing industry, it was at least a competing occupation. Having abstained from referring to this matter in the Stirlingshire Report, I may now state that the commanding officer at Stirling Castle informed me that the agricultural recruits generally applied when very young, and that they usually gave as a reason for entering the service that employment was scarce. This statement of the recruit would probably be unfounded, in view of the good wages ruling in the district, but the commanding officer could not of his own knowledge assert either way. In answer to the question, how after engagement they comported themselves, he was unable to speak, never having given attention to the class as distinguished from others in that particular respect.

At Hamilton, a large recruiting depôt, the senior officer stated that the agricultural labourers received were generally of the inferior class; that collieries were the primary attraction, and that the officials there usually received the best men, but, of the two classes rejected by the recruiting officer, the colliers were invariably the more numerous. He added that the labourers indicated with some constancy a preference for cavalry regiments. The following statistics were given me in respect of the two infantry regiments then at Hamilton.

*See abstract from Census Returns of 1891, App. C.

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Enlisted between 1st January and 31st December 1892:—

Scottish Rifles.

Agricultural labourers	89
Colliers	26
Others	113
Total	228

Highland Light Infantry.

Agricultural labourers	65
Colliers	29
Others	100
Total	194

II. CONDITIONS OF ENGAGEMENT.

Married ploughmen.

17. For married men or others in cottages, the hiring period was the usual one in Scotland, viz., a yearly hiring, though in a few places hiring by the half year had been heard of. A condition of the engagement generally provided for the supply by the cottager of a female worker out of his own family or otherwise; though if he could not provide this, he did not always lose service, but he suffered probably in wages.*

By the year, at per year, or per week.

In Lanarkshire the yearly engagement is almost entirely at so much a *week* money wage with additions; but in Linlithgowshire yearly contracts are made, either at so much a year, or so much a week, with the additions usual in each case respectively. When the arrangement is at so much a year the money wage is less, but the additions include, besides the house, other advantages; whereas the man under the weekly arrangement, with larger money wage, is limited to the use of a cottage and the carting of his coals.

Single men and women.

For single men or women living on the farm premises, the engagement is usually by the half-year, and the remuneration at so much the half-year. When the cottager, or farm servant, is bound to supply a worker, the engagement is usually that she shall be paid so much a day when and as often as she may be required.

Hiring time.

Termination of the engagement is usually understood if the master does not expressly re-engage at or before the next yearly or half yearly hiring day, held for married men some weeks or months before the end of the engaged period. The servant on his side is, of course, at liberty to decline the re-engagement, and in that manner may be said to "give notice." At Lanark both masters and men agreed that the hiring day, 3½ months nearly before the commencement of service, was much too early, and it was considered that a more reasonable time would be a month. For single men it is a few days only.

Illness.

18. Employment with the farm servants is regular and continuous, and remuneration is continued even in illness and for many weeks. How long the employer is bound to maintain a sick man does not seem an absolutely settled question. A very general feeling prevailed that six weeks is the extreme limit, and reference by an employer in Stirlingshire to the conduct of some men, would seem to show that in their own opinion six weeks is the time. For he stated that he had frequently observed that however ill the men had represented themselves to be, they were always able to start work on the commencement of the seventh week. This period is very much the supposed rule all over Scotland, but the matter is said to be practically in the hands of the Sheriff.† I have heard in some counties of eleven weeks, and in others of the whole of the rest of the hired year, when the engagement was by the year, so that a man might be, and has been, maintained for nine consecutive months in a free house and with full wages.

Short engagements.

(19.) In one farm in Lanarkshire the system prevails of monthly engagements, and though this would seem to be an arrangement scarcely agreeable to the men, it was stated by their spokesman to be so nevertheless. The same *view* was expressed by the men at a meeting in the county of Renfrew, where no such engagements existed. But in all other places very few masters, or men, have as a rule shown approval of this form of contract. The arguments of Mr. Speir, of Newton, in favour of it are too long to insert in the body of the Report, but a short statement of his views will be included in the Schedule, Appendix D. (1).

Views of masters and men.

(20.) It is sufficient to state here that those in favour of short engagements, whether masters or men, agreed that, with good servants and good masters, the period of service might still be extended many years; the masters saying that if the servant was unsatisfactory, the sooner he was got rid of the better, and the men that, if they found themselves under a bad master, they ought to have it in their power to leave him early. Some thought the yearly engagement would be more satisfactory, if, by a month's notice, a break could be made at the half year. As indicated above, however, the more usual feeling on both sides was in favour of present arrangements, and even among those servants desirous of a change, some expressed themselves against legislative interference.

Hours of labour, Lanarkshire.

(21.) In Lanarkshire the 10 hours usual in Scotland for field operations prevail, and the times for commencing and finishing daily work are also nearly those of the country generally. The day is usually divided into two equal parts, and the hours in question apply to all men and women of the regular staff, and to the ordinary labourers.

Detailed statement.

Before going to the fields, ploughmen and other regular servants usually appear at stable, byre, or cattle-court in summer at 5 a.m., and after duties, extending from ¾ to 1 hour, take breakfast. The ploughmen then return to stables by 6.45, so as to leave by 7 for work till 12, then unyoking for dinner. Afternoon work takes them from stable at 1 till 6, when they unyoke, and on arrival at stable, cleaning and suppering up for the night takes half an hour, and concludes the work of the day. With some farmers finishing at 12 o'clock and 6 o'clock is usually understood to mean on arrival at stables, and not finish in the field at those hours; and with many, if the fields are at all distant, unyoking is allowed early enough to permit of arrival home as near to 12 or 6 as possible. But even where the fields are close to the farm premises, the hour granted cannot be quite an hour's rest for the men, though it is so for the horses, and this latter is usually considered the matter of importance. In winter the starting hour in the morning for stable work appears to be about the same as in summer, though some masters do not insist on 5 a.m. precisely. Occasionally 6 a.m. was allowed, the men in such cases breakfasting before they came. Barn work till daylight was scarcely heard of, but carting or odd jobs about the stable were usual. The practice of returning to the stable at 8 in winter nights is fast dying out.

Linlithgowshire. Hours.

22. In Linlithgowshire the ploughmen's hours were somewhat different, and also there was a want of uniformity in the county itself. There were the usual 10 hours in the field, and the commencing at five for preliminary work on the horses. But some employers would begin at the stables at 5.30, and some would start for the fields at 6.30, and work till 11, others working till 11.30 or 12. Where the latter course was adopted there was a second breakfast at 8 or 9 in the field; also, the division of the day was unequal.

Ploughmen and cattlemen in both counties.

23. On the whole the entire time occupied in the two counties in summer by those in charge of horses or cattle, including going to and from work, would appear to be in ordinary times about 11 hours and 40 minutes; but where the cottages are at a distance, and the employer makes no allowance for this, a little extra time should be added.

At potato harvest in some places there is a slight extension of labouring time, and of course with corn harvest the hours are appreciably longer.

In winter the darkness in the evening would seem alone to mark the distinction as to work from summer, for there was very general evidence that the morning hours were practically the same as in summer, though the work would be lighter. In estimating the hours of labour, therefore, it will suffice to deduct from the summer hours such time as is represented by the increasing or diminishing darkness of the winter season.

Women. Hours.

24. The hours for indoor or kitchen women, including therein byre women and dairymaids, are generally allowed to be long. For field work the usual 10 hours prevail, but for byre or dairy work, they will extend from 12 to 13. The labour may not in all cases be continuous, but it does seem to be the case that the meal times are short. I could not, however, say that it was established before me, as was attempted, that, in the ordinary course, kitchen service implied hours extending from 5 a.m. to 9 or 10 p.m. The proximity to large towns involved at certain dairy farms much earlier hours, but the evening finish was in correspondence therewith.*

*Or to put it more correctly, he would not be so early in getting a place, and would fail to get the higher wage given to those providing workers.

† Equivalent, for such purposes, to County Court Judge in England.

* The hours of byre women with kitchen work, while admitted by some to be long, are thought to be compensated for by the higher wages. Appendix D. (1).

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B.-IV. North Lanarkshire and Linlithgowshire.

Sunday labour.

25. The arrangements for Sunday duties with ploughmen were the usual ones. All were engaged with their animals in the morning, but a rotation of attendance for midday and almost always for evening, if so desired and arranged by the men themselves, was generally conceded. Cattlemen in winter have but few Sundays, especially if single-handed; but in summer, on the other hand, they have usually much more freedom. Women have their rotation, but their outings were not, I think, so frequent.

III. Wages and Earnings.

Married men and other cottagers. Lanarkshire.

26. The remuneration of married ploughmen and other men of the staff occupying cottages is in Lanarkshire almost universally by money wage, with the exception of a grant of a free house and the carting of coals, such wage being fixed at a *weekly* rate.

Money wage and payment in kind.

27. Payment in kind otherwise than as above is, therefore, practically unknown, but still in some cases potatoes are granted over and above the wage rather than as part of it, and in a few still rarer cases meal is added to the potatoes.

The weekly money wage for the men in question ranged from 18*s.* or 19*s.* to 21*s.*, but was more often nearer to 21*s.* than to 19*s.* At the farm of Allanton, near Hamilton, the tenant paid his first ploughman 22*s.* a week, and others 21*s.* or 20*s.* He also gave, besides meal (value 32*s.*) and potatoes (12*s.*), a free house and coal driving, the latter items (house rent being high in that district) being valued at 6*l.* 12*s.*, thus making a total for the average man of about 63*l.* 8*s.* per annum. These figures were corroborated by two of the men on the farm, whom I saw separately.

In other places, where the distance from Glasgow was greater, house rent was estimated at a lower figure, and with coal carting the joint items stood at 4*l.* 7*s.*, but rates and taxes cannot have been included in this, and, indeed (though undoubtedly paid by the landlord and farmer), were very seldom mentioned.

Inasmuch as the rate of wages earned is governed very much by the proximity of the place of labour to large towns, or such other special causes, it will not, I think, tend to accuracy to strike an average for the whole county to a further extent than has been already done.

Selecting two or three places where wages were discussed, I will quote the evidence of farm servants as given by spokesmen at each place.

At Cambuslang the evidence given was in writing, thus: "Married ploughmen's wages are from 18*s.* to "22*s.* a week with perhaps a few exceptions, under or "over the figures; but I believe the great majority have "20*s.*, with free house, taxes, and coals driven, which "means a total value of from 21*s.* to 25*s.* a week." This witness was of opinion that a wage in total value under 24*s.* a week was a small wage, though one to be submitted to in the present bad times.

At Rutherglen "the wages amount to 22*s.* a week "with benefits (payment in kind) in some places. The "majority have 21*s.* with garden, house, coals carted, &c. "meal, 16*s.* or 17*s.*, or potatoes 12*s.* Houses are not good, "and the value may average 3*l.*" [An employer agreed they were not good, but said a single-roomed house would fetch 3*l.* 18*s.* and a two-roomed one 6*l.*]

At Raith Farm, near Hamilton: "Wages about here "run from 18*s.* to 21*s.* a week, with house, garden, &c., "as usual. What we receive is pretty fair, though we "think the hours of work rather long."

Married men. Wages. Linlithgowshire.

28. In Linlithgowshire the wages of the ploughmen, contrary to the practice in Lanarkshire, are as a rule fixed at a *yearly* rate with substantial payment in kind, though the weekly form of remuneration is also frequently adopted, with free house and coal carting only. The yearly rate as given by the masters in the Linlithgow district ranged from 37*l.* to 40*l.*, and by the men 36*l.* to 40*l.* Payment in kind, as stated by the masters and practically agreed to by the men, was made up in the following manner:—

Payment in kind.

	£	*s.*
House and garden	5	10
Six and half bolls of meal of 10 st. each	5	10
Potatoes	2	0
Coal carting	0	15
Harvest	1	0
	£14	15
Yearly money wage, say	38	0
Total wages	£52	15

The *weekly* money wage was stated at from 18*s.* to 20*s.*, and this, with house and coal carting, represented a total wage of 55*l.* 13*s.* In other parts of the county the wages were lower by 2*l.* to 4*l.*, the weekly arrangement being in one place supplemented by an allowance of meal. But, everything included, the average total wage of the county may be estimated at 52*l.* 14*s.* 6*d.*

The Agricultural Labourer.

Single men. Lanarkshire.

(29.) The wages of single men, usually living in the farmer's house or on the premises, are more easy of calculation. Inasmuch, however, as something depends on the age and experience of the men, there is a wider range between the minimum and maximum figures. The lowest figure named in Lanarkshire was 12*l.* and the highest 18*l.* The usual figure for a qualified man would run from 15*l.* to 17*l.* the half-year with bed and board. As to the cost of such bed and board, the accommodation and supplies vary with the different farms, but the more usual estimate is 7*s.* or 8*s.* a week, though some would put it at 10*s.*

Single men. Linlithgowshire.

(30.) In Linlithgowshire the highest wage was about 1*l.* less, the men putting it, however, 1*l.* lower still, "12*l.* to 16*l.*, according to age and ability." In some places young men boarders were not employed at all, and in others the single men engaged lived with their parents, and were paid wages nearly as good. This latter arrangement, called a "double-hinding" in the Border counties, is of course a very advantageous one to the parties concerned. In Linlithgowshire a lad of 16 managing a pair of horses would receive 11*s.* a week. An unmarried cattleman may in half-year receive from 13*l.* to 16*l.* and food.

Women field workers. Lanarkshire.

(31.) (a) Women workers in the fields, usually provided by the ploughman under the circumstances above mentioned, are paid by the day, and the rate in Lanarkshire varied from 1*s.* 6*d.* to 1*s.* 9*d.* a day, the more usual figure being 1*s.* 6*d.*

Linlithgowshire.

In Linlithgowshire the minimum pay was 1*s.* 4*d.* and it did not appear to rise beyond 1*s.* 6*d.*; the mode of engagement was sometimes by the week, and the pay on that footing 8*s.*

Byre and dairy maids.

(b.) The women engaged in byre and dairy work are in both counties generally boarded on the premises, and in small farms the same women discharge both byre and dairy work, assisted in the milking by field workers. The women boarded on the premises are engaged by the half-year, and the wages run from 9*l.* to 11*l.* for that period. Near Cumbuslang the minimum wage was put by the men at 8*l.*, rising to 10*l.* for byre women, and at 10*l.* or 11*l.* for dairy maids proper. In Linlithgow the minimum was 7*l.*, but a good dairymaid might rise to 12*l.* Assistance in milking is also obtained from the ploughmen's wives, and 2*s.* 6*d.* to 4*s.* a week is paid for morning and evening milking, 10 cows being the usually allotted number. This obligation by the ploughman to find a milker is at times considered a grievance, although the pay is an additional resource. But even 4*s.* has been considered low by one of them for work said to extend to 21 hours a week.

On the other hand, some farmers complain of the unfitness for their duties exhibited by the women who offer themselves for milking. One writes as follows from Carstairs:— "One will tell you at the fair that she "is a good milker, and it will take her a whole day to do "what a good milker will do in a hour. They are expected to milk six or eight cows in an hour and a quarter. "They are mostly colliers' daughters, and in general not "a good class."

Fruit pickers.

In the strawberry districts women will receive for picking fruit from 2*s.* to 3*s.* a day.

Piece-work. Regular farm servants.

(32.) The opportunities of adding to the wages of the regular staff by piece-work are on Scottish farms really *nil*, unless the female worker's opportunity of varying her daily wage to a piece-work contract may be considered as an addition, by reason of the rather improved gain resulting therefrom. The kind of work referred to is either turnip-singling or turnip-shawing.* The latter operation, paid for at a higher rate in some other places, such as Stirlingshire, was not in this district represented to me as differently rewarded; but at one farm the high rate of 10*s.* an acre was paid to women for neat preparation of turnips for market, and this was considered equal to 2*s.* 6*d.* a day. For singling 7*s.* or 8*s.* per acre would be the usual wage. Fruit pulling is also sometimes done by the piece. For men piece-work did not seem much in vogue, draining and dyke building being the only instances given, and for this the price stated for an ordinary 3-foot drain in fair soil was 3*s.* 6*d.* per chain.

* Topping and tailing.

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THE AGRICULTURAL LABOURER.

Ordinary labourers.

(33.) The ordinary labourer, when engaged in agricultural operations, receives an average wage of 19*s.* to 1*l.*, the amount near Hamilton, a large colliery district, being as high as 21*s.*, while near Glasgow the range was from 15*s.* to 1*l.*

Shepherds.

(34.) In the districts under investigation shepherds were not numerous, and it was not often that evidence in respect of them was forthcoming, but it appeared that the pay was about the same as the ploughmen's, the wage seeming to rise, according as the holding where he was engaged was more of a sheep farm.

Haytime and harvest.

(35.) Very little evidence was given as to haytime, and neither for this nor for corn harvest are the regular staff paid extra, but in some places 1*l.* in money is granted in lieu of food. Strangers may receive as much as 4*s.* a day, and women, according to the places where engaged, from 2*s.* to 3*s.* 6*d.* a day, and in the high uplands they have occasionally received 4*s.* 6*d.* In Linlithgowshire the figure was, for men 18*s.* a week, and for women rather down to 12*s.* than above it. Wages of extra hands include bed and board.

IV. Cottage Accommodation.

Cottage supply.

(36.) From the size and character of the farms in the county of Lanark the cottages were not very numerous, and yet they were in greater number than formerly. In old times there were in most cases none at all, for it was the custom to have all the extra staff beyond the family living in the house or about the premises. Now, with rather extended holdings and different habits, the farmers look for more accommodation, and accordingly the supply has of late years increased. At most places in the county the evidence was that more were desired, though at one place it was said by the *men* that there were enough, and at Lanark the observation was that there were "quite cottages "enough; we do not want our wages reduced. If "there were not plenty cottages, the masters would "not always be advertising for men to take service "with a free cottage." In Linlithgowshire they were said to be fairly supplied except in one district.

Advantages of a greater supply.

(37.) It has been suggested that if there were more cottages, and of sufficient size, there would be a greater tendency to employ married men in preference to having unmarried men living in the farmhouse, the latter arrangement being much objected to by some farmers, this objection coming, I fancy, more from those having large holdings than from the smaller tenants. But it is said that there would be a further advantage, if the houses were of adequate size, the creation of an inducement for the sons and daughters to remain on the farm, where they would be available for employment and still under parental supervision [*see* Appendix D (1)]. This arrangement, it is thought by some, would also counteract desertion of service, a grievance of the farmers which has now reached a very acute stage.

Position.

(38.) The agricultural labourers' cottages being, as is usual in Scotland, really a part of the farm premises, and let therewith, their situation was usually near the steading, where the horses were stabled and cattle housed; but sometimes the distance was rather considerable. There is, however, a growing feeling to have the houses less close to the farm buildings than they used to be, and if the position is an agreeable one, I do not think the men object.

Construction and condition.

(39.) The materials were almost invariably stone and lime with slate roofs, the variation consisting chiefly in the mode of treating the floor, which was often stone flags, but wood and bricks or tiles were also used; occasionally the cottage itself was of brick and fairly well built.

The *condition* in Lanarkshire was in a great measure satisfactory, and in some cases very good indeed. The cottages on the Earl of Home's property were often superior, and gradually others were being erected. At a meeting of Lanark labourers they stated that their houses were quite good, and about five minutes walk from the steading, and the water supply generally very good. Still I visited some that were not in a satisfactory state. Near Glasgow there were signs of improvement, but still the need for better quarters was urgent enough. At Baillieston it was said there were as many bad as good. I saw myself some of a superior character, and others well-built and commodious, but, from their position, sadly damp and insalubrious.

Special form of arrangement of two or more cottages.

On one farm I observed the cottages were somewhat apart, and not built in a row, as is often the case, especially on large farms, and noticing further that a pair had the entrances arranged in a somewhat peculiar way, the one placed in front and the other at the back, I was told that this was to assist in removing a frequent cause of flitting. Many a change in the farming establishment arises from the wives of the ploughmen or cattlemen falling out with each other, and when this happens, one or other of the husbands probably flits at the term to more peaceful regions. When differences have once arisen it appears that, in the ordinary arrangement of cottages, the more aggravating wife has only to stand at her own door and crane her neck round, to cast an evil look into her neighbour's kitchen, with or without a stimulating remark. Thereupon active war often ensues. It was in reference to this rather frequent cause of the flitting of good servants that some one suggested that the only remedy was to build a cottage at each corner of the farm.

Newton farm.

At the farm of Newton, a large one for the district, 400 acres arable and feeding 100 cows, the cottages numbered seven or eight, and were as a rule being good, some superior to the ordinary buildings. One or two showed signs of damp from the original fault of the builder in placing them against a bank, but otherwise they were soundly built; and to several the tenant had contributed improvements, either in the structure, the drainage, or otherwise.

Buildings faulty over mines.

(40.) Mr. Blackwood, a tenant farmer, attended a meeting of labourers, as representing the servants of his own farm, or neighbourhood, in respect of the cottages. He said that all the old cottages were damp, and he referred to a difficulty of a general character, arising from their being in a mining district, the point being that the working of the mines occasionally causes a deflection of the house, sometimes to a serious extent, and that the general obligation on the part of the farming tenant to repair operates, therefore, in some cases harshly. Where such a case unexpectedly arises, I can understand the objection of the tenant to reconstruct a falling edifice. But in a mining district provision against such a contingency should be provided for in the lease, or if this were objected to, the farm rent should at the time of negotiation be specially considered.

Sound, but unsatisfactory cottages

At Rutherglen I was referred by the men, in answer to a question from myself as to the existence of unsatisfactory cottages, to some a mile and a half from the place of meeting. I visited these on a very wet and dark afternoon, and was therefore inspecting under some disadvantage. Still, allowing for this, the accommodation was very unsatisfactory.

Besides being in a gloomy yard of the steading, the three buildings, each of one room, had their floors level with, and in one case below, the ground line, and being low in ceiling, were thus very dark. The rooms were rather large and one had a tidy appearance. I then interviewed the labourers in the stable, and they complained of the water making its way into their only room from the yard in heavy rains or boisterous winds. The tenant, Mr. J. Young, admitted the evils, but evidently felt that for him to pull down a sound building and reconstruct was too much to expect from a tenant. Unfortunately such cases are not rare.

Accommodation.

41. The number of rooms was usually said to be two, "room and kitchen," with, in some districts, a pantry or scullery and outhouses. In others the scullery existed but not the outhouses, or vice versâ. The want of necessaries without was frequent, but this is not unusual, and that tenants should now express a wish for them is an advance in the right direction. For too often proprietors have found that they were not used, being generally converted to other purposes, and on that account not provided in the cottages subsequently erected.

Ventilation and water supply.

42. The ventilation of the dwellings was never of a special character; from the outside door being open a great part of the day, the admission of air was pretty constant. The arrangement of the windows admitting of an opening with the upper sash was becoming more common, and, contrary to my former experience, the knowledge that their own windows so opened was sometimes known to the occupants of the cottages visited.

The water supply was on the whole fairly good in quality, and was frequently from open springs or wells, but occasionally the quality was poor enough. Under the new county government, however, there was impending in certain places an improved supply. The supply was usually handy to the dwellings, but there were complaints of the distance here and there. Where the distance was considerable, the labour added to the

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good wife is of course serious, and if she should be a woman engaged out, the task of marching for a supply must make a heavy demand on her time and powers, as the quantity carried at any one time cannot be great. It is no doubt true that there are often children ready and able to assist.

Drainage.

43. To the question whether the house was drained, dividing it into, first, subsoil drainage round the edifice, and next, sewer drains, I found that very little was known as to former, but it was generally considered that the older houses were not so treated. As to the latter, the evidence and my own observations pointed to such drains being rather limited in number, the more usual place of refuge for house liquids being the ash heap at a little distance.

It does not not follow, however, that such an arrangement in a country place is insanitary, for I would humbly suggest that the sewer, with its ever-present foul contents left by the travelling slop stream, may be the more unsatisfactory alternative. I observe that even in respect of a village channel running alongside the footpath, the County Medical Officer of Lanarkshire, Dr. McLintock, states that he is "not prepared to say "that such channels, if reserved exclusively for slop "water and kept thoroughly clean, are not, perhaps, the "best adapted means for the purpose they are intended "to fulfil, inasmuch as when foul, the nuisance becomes "soon apparent and can easily be removed." An ashpit against an open field, if well supplied with ashes, as they usually are, may be better still, though the ashpit ought no doubt to be frequently emptied.

General observations as to cottages and bothies.

44. The remarks under the various heads relative to cottage accommodation apply very much to Linlithgowshire. The number of good cottages was considerable, but inferior ones were to be found, and damp as usual was the prevailing fault. The size of the larger rooms was commonly 15 ft. × 14ft. or 15 ft. × 12 ft. and the height 8 feet, the second room being as a rule a foot or two less one way. Nearly all new cottages were well provided with accommodation within and conveniences of various kinds without.

At Dalmeny some cottages belonging to Lord Rosebery were, like others previously mentioned, solid, well built, and with ample accommodation; but being placed on one side against the high bank of a neighbouring churchyard, damp invaded the rooms, and the otherwise sanitary condition of the buildings was largely neutralized.

It is of course possible for the modern cottage to be superior in some respects, and yet to prove from poverty of materials or slenderness of construction, an unsatisfactory dwelling, as was occasionally the case. Still one may not be willing to have restored the kind of cottage described by an old labourer, who said that he thought too much was expected nowadays: "I had "a plain thatched roof, no ceiling except a temporary "arrangement across, and an earth floor, and we were "comfortable enough."

In closing these observations upon cottages I may state that while inferiority of condition, limited accommodation, and paucity of outbuildings were often to be met with, the one prevailing offence affecting the health, the happiness, and thus the contentment of the agricultural labourer was *damp*, arising generally from the causes chiefly hereinbefore assigned.

Bothies and sleeping places.

The practice of having bothies for the unmarried men is becoming very rare in both counties, and, as observed in previous reports, the bothy in the absolute farm scarcely exists at all. It may, however, be said to exist in a sense, when it consists of a living room with fire-place and bed, although the occupant or occupants have their meals in the farm kitchen. Some such I have seen of a superior kind, and occasionally the cart-horse harness room has been utilized for the purpose, and, when large and well-built, the arrangement has been fairly successful. The more usual kind of accommodation, however, for the young unmarried man may be more correctly described as a "sleeping place," and this will be found in various situations, the loft above the stable still being one of them. On the whole, however, in this, as in the cottage accommodation, there is a growing improvement, though one may be a long way off the kind of quarters named by the spokesman of Cambuslang, who thought that the sleeping places, "usually a dark, low "place above the stables, should be a well lighted and "ventilated room with small dressing room, good fire "and lamp, and a table and a chair for each occupant." Such arraugements were nearly in every particular absent from sleeping places shown to me in other districts. In Lanarkshire and Linlithgowshire the young men's sleeping place was often in the farmer's house, and so did not come under my observation; but such as I saw outside varied in character, and some were no doubt inferior. Some of these inferior bothies and sleeping places were only intended for use by the extra hands in the harvest season.

Women's quarters in farmhouses.

The above witness stated that the accommodation for women was usually very good.

V. Gardens, Allotments, &c.

Gardens.

(46.) It may be taken as a universal rule that in this district gardens were granted with the cottages, and that they were almost invariably close to the dwellings. The sizes varied somewhat from a mere patch to a quarter of a rood, but half that amount would be the more usual size. They were usually cultivated, and the crop consisted of potatoes or other vegetables; occasionally either a portion or the whole seemed to be neglected. Sometimes there was a suggestion that they were not large enough, but generally speaking, I inferred that the people had as much as they cared to cultivate. In Linlithgowshire there was more complete cultivation, and some gardens measured 100, others 130, and some 300 square yards.

Allotments how far desired.

(47.) I could hear no instance of allotments having been supplied in any part of the district. The general feeling in regard to them was in the main against them, at least under present circumstances. I stated, in regard to Stirlingshire and Dumbartonshire, that though the labourer took the same negative view that had been adopted in the greater part of Scotland, he was not so categorical in expressing such view, that he was inclined to give a reason, which was, that though under present conditions, allotments would not be a boon, with the not impossible alteration of such conditions, the cultivation of a little land would be both possible and desirable.

This aspect of the case was a prevailing one in part of Lanarkshire, but scarcely existed in Linlithgowshire. In the former county some of the men thought cultivation was not possible under present hours, suggesting, however, clearly enough that with less time engaged for the masters, they would be glad of the privilege. Others thought that, even as it was, something could be done with the land, while some spoke of this as "nonsense." Some did not care for allotments, unless large enough to maintain a cow.

English and Scotch Acts.

(48.) The Allotment Act, 1891, is the act governing the grant of such plots in England, and two acres would appear to be the maximum. In Scotland the Allotment (Scotland) Act, 1892, would, I presume, be the operating statute, but it is curious that, seeing the novelty of such legislation for Scotland, there should be no interpretation clause of the term "allotment." On a careful search among the sections, however, we find a clause under the section dealing with the "management" of allotments, stating that *one* acre is the maximum allowance intended. An allotment *cow* would, therefore, appear to be an impossibility.

In the opinion of a thoughtful ploughman, whose views on this and other matters will be referred to later on, the allotments should be from half an acre to two acres, and be let to the labourers by the farmers out of his farm at "cost rental," with compensation for seed or crop on leaving the farm. This latter provision apparently points to a difficulty in regard to the setting apart of allotment land in Scotland, that, the cottages of farm servants being usually on the farms and not in villages, the acquisition of a field suitable to both (the few) agricultural labourers in villages, and to farm servants, would not be very practicable. A change to other farms by the latter in the same parish might mean their total separation from the land.

Private allotments.

(49.) In the few cases which were made known to me of allotments having been granted voluntarily by private individuals, it was stated that they had not as a rule prospered, and that they gradually fell into the hands of the surrounding farmers. The chances of success would be different, some farmers have said, if the allotments were near a town where vegetables were in demand. Corn crops on a small plot, where labour-saving machines could not be employed, would probably result in loss only.

Small holdings.

(50.) On the question of small holdings the views of the farmers and the labourers were apparently opposed, the farmers holding that the labourers could not with

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a holding under 70 or 80 acres make a profit, and the men generally, though not perhaps so decidedly, holding the contrary view. There is really, however, some agreement.

When profitable.

There seems to be no doubt that where a pair of horses have to be maintained, anything under 70 or 80 acres would be unprofitable. If, however, the holding is smaller than above, and is under management of one whose chief occupation is, say that of a blacksmith or joiner, and who can rely upon the horse assistance of a neighbouring farmer in exchange for services, or, as is sometimes the case, upon his generosity, really small holdings would seem to prosper.

In Linlithgowshire, on the other hand, I heard of several holdings having been taken over by the same farmer, as they were from time to time given up. "They farmed "the land with four pair of horses; I am able to "cultivate with two pair, the horses eat up all the "profits."

Mr. Howie, lately a grieve, and formerly a ploughman, and still a labourer, though farming 120 acres, informed me that his father tried a small holding, and that it was a severe experience, being mere "slavery" to all. "Anything under 70 or 80 acres is a mistake, horses "and machinery are thus wasted."

Mr. Park and others, at the farmers' meeting at Glasgow, stated that nevertheless some of the small holders had turned out "splendid farmers."

It was further pointed out, as previously observed in respect of allotments, that a small holding devoted to market gardening and conveniently situated might pay very well.

The strawberry and fruit farms on the banks of the Clyde, mentioned in the earlier part of the report, are instances in point. They are in many cases very small holdings, and though the cultivators have often the free assistance of lunatic patients, the rent they can afford to pay seems high, for it reaches to 5*l*., 7*l*., and even to 8*l*. per acre. They are not near a large market, but the railway is the means of bringing the market of Glasgow into practical proximity.

In his report on Aberdeenshire and Kincardineshire our late colleague, Mr. Gillespie, describes the conditions under which, in his opinion, crofts and small holdings may be established to the advantage of the tenants themselves and the larger farmers around.*

Cow runs and live stock.

51. The granting of cows' grass was not much heard of in either county, and seemed to be confined to shepherds and others on farms with some hill pasture. It was said that, as milk could be always conveniently obtained, there was no need for a cow; and the farmers considered that difficulties were likely to arise where such an arrangement was allowed.†

Pigs and hens were kept by cottagers in some places, but it was not a practice encouraged by many farmers.

VI. Benefit Societes.

Benefit societies.

52. There were very few instances of the agricultural labourer's membership with friendly societies, but it was stated that a start was being made. In some places they had joined the "Foresters." At East Kilbride it was said that one formerly existed there, but that it was killed by the severe requirements of recent legislation.

A certain number of the men joined the ordinary life assurance companies, and some were also members of funeral societies.

VII. Trade Unions.

Trade Unions.

53. The information as to the existence of agricultural unions was generally of a negative character. Agents or representatives existed here and there, but at all meetings the answer was that there were no Unions in the district. It appeared, however, that several attempts to establish them had been made and that for a time they took living shape, but that eventually the branch would go down. I never heard any precise reason why they failed, though on one occasion a ploughman, in presence of one or two others, seemed to complain that, having given several shillings, the promises made thereupon had not been fulfilled. It did not follow, however, that there was any reasonable ground for complaint; it seemed rather probable that a very early, and possibly so far impossible, fulfilment was looked for.

54. I had several interviews and frequent correspondence with an agent of the Ploughmen's Federation Union, and through him was enabled to obtain access to labourers either directly, or by their attendance at public meetings. This agent, Mr. James Maclehose, on being asked for the names of other secretaries of Union branches, replied, "There were three or four branches "in different districts about two years ago, but I am "sorry to say that they sank into obscurity through "an influence of the parish minister and others for want "of fortitude."

A Trade Union secretary thereon.

I am not aware of the extent to which Mr. Maclehose agrees with the objects of the Union as declared in their rules (with which the Commission is already familar), but his opinion is that this enquiry is necessary in order to benefit by legislation "the weakest and the most "helpless class of the community."

Strikes and lockouts.

I heard of no strikes or lock-outs.

VIII. General Relations between Employers and Employed.

General relations, etc.

55. The understanding between the farmers and their labourers in Lanarkshire was represented as being of a satisfactory nature, the men themselves speaking of their relations with their employers as "very fair:" and "not much differences," and "good." In Linlithgowshire the expression was rather less strong, "pretty fair," and there was a slight allusion to the farmers keeping somewhat aloof. This may be where the farms are large, and a man moving thereto finds that he is usually approached through the grieve only.

The farmers' spokesman stated that "As a rule "farmers take an interest in the comfort and welfare "of all those in their employment, and the employed re-"ciprocate that attention by more faithfulness, and the "relations are most amicable."

Taking the two counties together the mutual feeling would seem to be as a rule satisfactory. It is not to be denied, however, that here and there in this, as in all others of my districts, employers are to be found who are unsympathetic, and even severe and harsh in their demands on the men. These are the employers too often remembered by the employed, who, in giving their evidence, are thus somewhat apt (though, I believe, quite unintentionally) to give as a general rule of the district that which is of a casual or exceptional nature.

Instances of long service were not wanting, and I heard of services extending to 14, 20, and 30 years.

IX. General Condition of the Agricultural Labourer.

General condition. Wages.

(56.) The preceding paragraphs will have shown that the position of the agricultural labourer in respect of wages is in this district, and in view of the prevailing depression of trade, well maintained. At the various meetings held on behalf of the men there was scarcely ever an idea expressed of the present scale of wages being so low as to amount to a grievance. And, indeed, in referring to such matters as were, in their opinion, in the nature of grievances, the question of wages was not one of these, though a youth once said that if the masters did not so recklessly commit themselves to high rents, their wages would be better. It having been stated that the wages were higher 20 years ago, I inquired, and found that when the colliers' wages rose to an unprecedented figure the pay of the unmarried men rose to a high rate also. From this there has been, it appears, a fall, but not a great one, while the married men's wages, though possibly a little less affected at the time, have remained much the same. With regard to the present depression of the farming interest, I found that the men as a rule fully appreciated it, and sometimes expressed themselves accordingly.

Farm servants, views.

(57.) On inviting a reply from the men to the question of what was the view taken by themselves of their general condition there was usually hesitation as to how they should answer. In such cases I would, after a pause, sometimes ask them to compare their position with that of former times or with that of other labourers or "tradesmen," as they call masons and others, and this occasionally produced an answer, then a conversation in which others joined. On one occasion it was said that the general condition "would be better with two and half hours less work per day." At other places that it was "Good, barring the hours; we should like 5 a.m. to 5 p.m.," and "We would like better wages, though we are pretty fair;" that they were "quite well" with their wages," which had not come down with the times." At East Kilbride, "Very fair about here," but that all work, including stable duties, should be over by 6 p.m. At

* Paragraphs 167–173.

† There was no complaint generally of a want of milk, though in some cases it was heard of. The desire for a cow made itself known chiefly in respect of allotments, and under that head the point has already been referred to.

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Cambuslang, "Considering present depression we "cannot grumble at our present wages or cottage "accommodation; we are entitled to what we have, "however. We have enough to meet all requirements, "but no more." This witness's view upon several points having been placed on paper, it has been thought well to append his Memorandum to this report, and it follows immediately after a similar document from a tenant farmer who, it happened, was his employer. The name of the employer was John Speir, and that of the witness was W. Forrest. [*See* Appendix D 2.]

At Linlithgow the answer was "Pretty favourable; "they were a little better now. They were getting free "education, and if they had better hours they would "not shift so often. Wages were not so bad if the hours "were a little shorter." At Winchburgh, "Improved "as to pay and cottages, but no improvement as to "hours." Kirkliston, "Would be better with six "more holidays in addition to New Year;" and "6 a.m. "is soon enough to turn out, and no double breakfast."

Masters' views.

(58.) According to the masters the general condition of the agricultural labourer, the regular farm servants particularly, was better than it had ever been, and superior to that of others engaged in labour of any kind; the condition of young unmarried men being considered especially advantageous, both as regards their present service and the means it affords for their future welfare. To this view exception is taken by the men, so far as it indicates an all-round superiority of the farm servant to other labourers, as will appear on reference to the memorandum of Wm. Forrest. [*See* Appendix D 2.]

Notes from evidence.

(59.) The statements of the farmers, however, may now be set forth in the manner adopted above with respect to the labourers. At Hamilton the spokesman was of opinion that "the condition of the men was as "good as that of any other labourers, but that their "resources in reserve were not as a rule in proportion "to the wages earned. Some saved, and he had heard of "a single man who laid by 300*l.* by the time he had "reached his thirty-second year." This figure was afterwards considered to be excessive by the men and some masters, who thought that there must have been assistance in the way of clothing by relatives. This was very probably the case; but if out of an average annual wage ranging for 15 years from 24*l.* to 32*l.*, a young unmarried man, boarded on the premises, expends on himself 8*l.* a year (said to be a liberal amount), it will be seen that there is a considerable approach to the 300*l.** A banker and secretary of a local agricultural society thought that "the men were well off at present, "but not so thrifty as their forefathers."

At Lanark one said that "the position of the agri- "cultural labourer compares very favourably with "that of any other class." "Female labour, formerly at "4*l.* 10*s.* the half year, is now 9*l.* or 10*l.*; men's wages "increased in nearly the same ratio, and necessaries of "life were less dear. They ought, therefore, to save "nearly double what they did." Glasgow, "Speaking "generally, the agricultural labourer was in a good com- "fortable condition, and in some cases might be said "to be better off than the farmer." Mr. Neilson had in his mind some men who had taken small farms at 40 years of age. [A labouring man in Renfrewshire having assured me that this was possible, I have asked the question at various meetings since.] Mr. Fleming having said that the men were much better off than they were 15 or 20 years ago, another remarked that, while he agreed with this, he feared from want of thrift that the farm servants were not, as men, better provided.

In Linlithgowshire the farmers at their meeting accepted the view of one of their number as being in entire accordance with fact, viz., that the agricultural labourer who exercised thrift and economy, was very well off, and that altogether he was considerably better morally, physically, and intellectually than the most of unskilled workmen in the country.

Old folks on past and present condition.

(60.) While in estimating the labourers' present condition, comparison with former years should not be carried too far, the observations of living and active men may, perhaps, still be quoted, especially if they tend to throw light on the habits of our own time. Mr. Hill, tenant farmer of Carlowrie, stated that his books showed that a ploughman's annual money wage 50 years ago was 15*l.*, and that one of his staff who had been with him 40 years, and lately receiving 36*l.* a year, had saved several hundred pounds. He was always well dressed, and paid with regularity his contributions to several funds.

Mrs. Hill observed that women spent more on dress now, and that one reason of excessive expenditure was the frequent change of fashion, there being a general desire to be abreast of each other and of the times. Formerly a stout, blue cloak would cover all, and used to last a lifetime. She added that the food now used shows more variety, and the price paid by the wives is often high, as, for instance, the flour selected by them is of finer quality than she would purchase for herself.

George Brown, the grieve on the farm, said that when wages were half what they were in these days, men used to save, and never asked for an instalment of their wage; to do so was thought a bad sign. "If a "man did ask for 1*l.*, he was just terrifit that it should "become known." As to credit prices,* an alleged grievance, "Although we waited till the half year, we "always had money to buy what we wanted, so no "credit prices for us. The obstacle to thrift is the "giving up of meal and potatoes; with bakers' bread "and cooked tea they are not the same men. Wages "here are as high as anywhere, but the necessaries of "life are not dear, though coals used to be cheaper. "Formery meat might be partaken of once a year on "a feast at the farmhouse."

Views of outsiders.

(61.) From the consideration of the question, as viewed by the masters and by the labourers respectively, we may travel to those whose position was rather that of onlookers, and to that end select such persons as retired labourers, ex-labourers now engaged in other occupations, parish ministers, and inspectors of poor.

Retired labourer.

(*a.*) An elderly retired labourer stated that in his day the wages of single men were 6*l.* for the half year, with board, and he himself had held the plough for 3*l.* 10*s.* the half year. Women under like circumstances, 3*l.* to 4*l.* in summer and 2*l.* in winter. The hours were longer, and it was not the custom to be called in on account of rain. He was able to save out of his wages. But the practice then was to make many things at home. "We "grew flax, and when spun it was sent away to be woven, "and then, when it came back, mother made our sarks "(shirts)." The informant's wife thought that there was less management by the labourers' spouses now-a-days, owing in some cases to their having come from towns, and thus ignorant of the economical ways of the peasantry. Both thought that the thrift exhibited did not correspond with the increase of the wages earned.

Coachman (ex-labourer).

(*b.*) David Bryce, coachman at an hotel, formerly a farm labourer, stated, as to food, that this in former days was very poor, but that now the cottagers lived better, and the labourers boarding in the farmhouse would not now accept the food formerly offered. The position of women was then very arduous, but now the hours, though still long, were shorter, and the pay much better. He did not think that there was any general advance of wages since the great improvement some 10 or 15 years ago, though he had heard of an occasional rise of 1*l.* or 2*l.* The making of articles at home was a form of economy which present prices, perhaps, rendered unnecessary. He could not say that married men did not lay by in proportion to their earnings, but as to the unmarried, with ample opportunities of saving, they did not lay by as they should.

Parish minister.

(*c.*) The parish minister, while confirming the improved position, regretted that the people on the farms could not always have a cow and a pig, feeling assured that to be allowed to have these would be considered a great boon. Referring to their present mode of living, he stated that it was not so beneficial, and that they suffered from the use of bakers' bread and tea. There was not the thrift formerly exercised; but remarkable things were done in former days, when from the purchase of a fleece, supplemented by gatherings of wool from the hedges, blankets were made and even cloth, which a travelling tailor for 1*s.* 6*d.* or 1*s.* 9*d.* a day turned into very durable garments.

Inspector of poor.

(*d.*) The Inspector of Poor previously mentioned (Mr. King), who for 20 years shared in the work, food, and accommodation of unmarried farm servants, says, in reference to their present condition, "I consider "their position all round to be very good. They have "good wages, plenty of good, wholesome, nourishing "food, and get their meals very regularly, have fairly "good accommodation, and a fair share of home com- "forts. My opinion is that this class of servants have "the power to be very well off." He adds that there

* *See* Report on Stirlingshire and Dumbartonshire, paragraph 87.

* Alluding to half-yearly payment of wages disabling the men from paying cash; married men, however, are now paid by the fortnight or month.

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is a change from the thrifty ways of former days, the young men in the more remote places spending rather largely on dress, and those in towns, where industrial establishments exist, wasting their time and means in the company of men connected with those industries, such men being neither sober nor thrifty. He thinks that the residence of young men in the houses of their employers is beneficial to them and advantageous to the masters.

The views on the latter point entertained by Mr. John Speir are not quite in accord, and are stated by him in his memorandum (Appendix D (1)).

Agricultural population and the Poor Roll.

(62.) Having continued the practice of making inquiries concerning the position of the agricultural labourer on the Poor Roll, I find as before, that his applications for relief are usually few and far between, for although there are difficulties in the way of exact statistics arising from the distinction between the agricultural farm servant, and the labourer only occasionally engaged in agricultural operations, the information is sufficient to show that at any rate the regular farm servant and his family do not appear frequently on the Roll.

A short statement by Mr Skinner, Inspector of Poor, is contained in the Schedule, Appendix E, showing how the purely agricultural labourer stands to the other labourers in this respect in a part of Lanarkshire, and it may be taken as nearly typical of other districts.

Migration.

63. Upon the question of the causes inducing migration of labourers to towns, I am disposed to think that it would be wrong to attribute these to one or two causes only. Mr. Skinner suggests several; others have suggested more, and all appear efficient causes. The Inspector, however, says, "The Census Tables show "in parishes of a purely agricultural or pastoral "character, a steady decrease of the population and "an increase in the industrial parishes. The reasons "are obvious. Agricultural pursuits necessarily "cause families to be broken up. Sons and daughters "go into service in distant parts; consequently there "are strong inducements for heads of families to seek "employment in industrial centres for the reasonable "prospect of keeping their families together.* More-"over, shorter hours, though more hazardous, the "advantages of leisure, dress and social pleasures, "induce young persons to seek town life. Cheap fares to "towns conduce to country people travelling more than "formerly. The feeling of restriction of their masters, "neighbours, or Church influences in the country "become irksome, and they go into the towns and get "lost in the multitude."

Grievances.

(a.) Hours of labour.

64. Under the head, "General Condition, &c.," I again enter such matters as from time to time have been presented to me in the way of Grievances. That which was the more commonly pressed was the question of the extended hours of labour. The views of the men on this subject, however, have been incidentally referred to under previous heads, but it may be added that the change more generally desired seemed to be to cut off one hour either from the beginning or the end of the day. Some suggested that the day should start in the field at seven and finish at five instead of six. Others were willing to finish the day at six, as they do now if attendance at morning stables could be satisfied by appearing there at 6 a.m. with the usual interval afterwards. At one meeting the men did not press the hours question much, saying that with only 7½ hours in the field in winter, they could not make a strong claim in favour of less time generally. Those in favour of shorter days were fairly concurrent in the opinion that nine hours in the field was a sufficient day's work.

(b.) Holidays.

65. Upon the question of holidays there was more division. It was very generally admitted that the farmers gave a whole day (when the request was made at a reasonable time) in addition to the three or four regular days, such as New Year's Day, Fast days (in some places), and local cattleshows. But still there was a desire either for more fixed full holidays or for the Saturday half holiday. The masters were much against the latter, chiefly on account of the animals. And, indeed, the Saturday afternoon is in some kinds of farming, as in a dairy or stock farm, a specially busy time, by reason of the food to be collected for Sunday and Monday morning's use, and other details

The married men seemed to incline for more fixed full days, and the single men for the half holiday, and that on a Saturday, probably because they would meet their friends released from other industries. But among many of both classes there was an indication that they feared lest they should suffer by legislation, which might chill the generosity of the masters and thus deprive them of such additional whole days as they would otherwise have obtained.

The memoranda of Mr. Speir and of his ploughman, Wm. Forrest, Appendix D (1) and (2), will be found to contain references to this subject.

There is no doubt much to be said from the employers' side in such a matter, when weather is so important a consideration, and animals must in all events be duly attended to. And if the desired privilege were granted it could not possibly be of universal application. Rotation of some kind would be necessary. Still the desire is strong, on the part of even some of the older and married men, to have the Saturday marked in some way, and some have been modest enough to request two hours or even one hour off as sufficient. Here as in other districts they feel the difference of their position from that of other labourers. They urge also that time should be given them as to others to get to town to obtain for the ensuing week necessary goods.

Holidays and wages.

A compromise might, perhaps, be agreed to by the masters to avoid the usual rigour of legislative enactments, the men on their side showing how far they would be disposed to forego wages which they would cease to earn. The total number of lost working days which the proposed holidays and reduction of hours would entail, had not, I found, always been considered by the men. They were at times surprised to find that an hour a day off represented a period of five working weeks, and a weekly half holiday one working month in the year.

(c.) Feeing markets.

66. On the subject of hiring fairs I have again found a want of agreement. The farmers are largely, though not unanimously, in favour of abolishing them, though the methods to be adopted in substitution have not always been arrived at. The men were much divided, though I think the majority are in favour of retaining them, on the ground that they were not, as a rule, so bad as represented, that they were convenient for hiring, and that they afforded a holiday.

(d.) Payment in kind.

67. Part payment of wages in kind being in this district a small and still diminishing quantity, very little feeling in regard to it was manifested. There were a few instances where it was alluded to rather in the way of showing what the men preferred, I thought, than as calling for legislative interference; as at one place where the wage 21*s.* a week, and meal and potatoes were supplied, the men said they would prefer 22*s.*, and no meal or potatoes. In other cases they said they were content, or that a change was not desired.

(e.) Cottages.

68. In regard to the kind of cottage occasionally assigned to the labourer, and sometimes referred to as a grievance, I have, I think, shown sufficiently that where the buildings are of some age, the accommodation is frequently of a limited character, and the general condition, from damp or other causes, probably injurious to health. I am of opinion that farm servants have too often reason to complain of the accommodation so offered, or presented to them. To suggest a remedy may be a task of some difficulty; for with some houses it is almost impossible to remedy the defect without a complete reconstruction of a building otherwise sound and satisfactory; but I am quite clear that many of those I visited could be improved and made healthier dwellings at moderate cost, in limited time, and without disturbance of the inmates.

I am aware of the very general, though gradual progress in the matter of cottage accommodation, but I should not be doing my duty if I did not point out that much may be done at once to improve the dwellings, and to give reasonable comfort to labouring men.

Conclusion.

69. In bringing to a conclusion these observations on the evidence adduced, I have pleasure in stating that in this busy hive of manufacturing and agricultural industries, an amicable understanding between the cultivators of the soil and their employers seemed very generally to prevail. The Schedule to this Report shows that even where the employer and one of his employed are each men of clear and decided views, and both able and effective describers of their wishes or their grievances, these can be and are set forth in a temperate manner and in a spirit of fairness and good will.

From both tenant-farmers and labourers I received cordial assistance, the former being good enough to

* *See* Report on Ayr and Renfrew and S. Argyle, par. 18, last clause.

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B.-IV. North Lanarkshire and Linlithgowshire.

give me all necessary aid in communicating with their men, and the labourers willingly acquiescing in any suggestions made, or requirements imposed. I have also to thank the officials of both counties and their officers, the secretaries of agricultural societies, and others, for their marked attention and valuable guidance during the various stages of the enquiry.

I have, &c.

(Signed) H. Rutherfurd,
(Assistant Commissioner.)

The Agricultural Labourer.

APPENDIX A.

Abstract from Agricultural Returns, 1892, showing Total Area, Cultivated Area, Arable, Permanent, Pasture and the Area Occupied by Owners and Tenants respectively.

	Lanark.		Linlithgow.	
	Acres.	Percentage of Cultivated Area.	Acres.	Percentage of Cultivated Area.
Total area of land and water	504,879	—	77,186	—
Cultivated area	256,987	—	59,218	—
Arable*	160,922	62·6	36,350	61·4
Permanent pasture	96,065	37·4	22,859	38·6
Occupied by owners	27,622	10·8	8,855	15·0
Occupied by renting tenants	229,365	89·2	50,363	85·0

* Including acreage of small fruit and bare fallow or uncropped arable land.

APPENDIX B.

Abstract from Agricultural Returns, 1892.

Acreage under Small Fruit* as returned upon the 4th June 1892 for the county of Lanark, and for the three counties in Scotland with next largest Fruit Acreage; and for Scotland.

County.	Orchard.	Market Gardens.	Elsewhere.	Total.
	Acres.	Acres.	Acres.	Acres.
Lanark	536	1,142	20	1,698
Perth	34	303	267	609
Haddington	19	278	70	367
Aberdeen	9	227	120	356
Scotland	794	2,969	843	4,606

* Gooseberries, strawberries, and other small fruit.

APPENDIX C.

Table showing the Town, Village, and Rural Population of Lanarkshire and Linlithgowshire in 1891.

From Vol. I., Census of Scotland 1891, Table III.

Lanark.

Groups.	1881.			1891.		
	Males.	Females.	Total.	Males.	Females.	Total.
Town	382,197	393,045	775,242	449,953	456,395	906,348
Village	37,743	33,410	71,153	46,111	40,449	86,560
Rural	29,357	28,660	58,017	27,105	26,027	53,132
Total	449,297	455,115	904,412	523,169	522,871	1,046,040

Linlithgow.

Groups.	1881.			1891.		
	Males.	Females.	Total.	Males.	Females.	Total.
Town	12,023	10,769	22,792	14,411	12,791	27,202
Village	4,728	4,132	8,860	6,268	5,520	11,788
Rural	5,995	5,863	11,858	7,267	6,551	13,818
Total	22,746	20,764	43,510	27,946	24,862	52,808

It will be seen that the two counties differ very considerably in respect of the relative proportions of the population classed in the village and rural groups, as distinguished from that of the towns. In Lanark, these groups contain only 13·4 per cent. of the population, while in Linlithgow they have 48·5 per cent.

In Lanark, the village population increased between 1881 and 1891 by 21·6 per cent., while the purely rural population declined by 8·4 per cent.

In Linlithgow there was an increase at the rate of 33 per cent. in the village group, and of 16·5 per cent. in the rural group.

Taking the two groups together the population, apart from that of the towns, increased in Lanark by 12,322 persons, or at the rate of 9⅓ per cent. In Linlithgow the population in the same groups increased in number 4,888, at the rate of 23·6 per cent.

The total population of Lanark increased at the rate of 15·6 per cent., while that of Linlithgow increased by 20·5 per cent., thus in both counties the out-of-town population increased at a faster rate than that of the towns.

In these counties however, especially in Linlithgow, mineral industries have largely developed in the rural districts.

APPENDIX D (1).

Extract from Memorandum of Mr. J. Speir, Farmer, Newton, near Glasgow.

In the neighbourhood of the city, engagements are generally made for six months or one year, principally the former. With unmarried male and female servants the engagement is generally for six months. Personally I am dead against long engagements of any kind, as I think they are not beneficial to either employer or employed, and to my mind are the cause of many of the annoyances from which farmers suffer. Engagements with servants are as a rule only looked on as binding by the servants so long as its suits their convenience, and in only isolated cases can the master get damages for breach of engagement (as there is nothing to get), while the servant always has the chance of getting something off the master. The mere fact of a servant feeling tied to a place makes many persons have a longing to get away, the same way as the restraint imposed in prison is said to be the galling part of prison life, not the work or food, as many suppose. Consequently at the end of each term many servants (unmarried ones particularly) shift without being able to give any intelligent reason for doing so, other than that they want a change. Then, again, on the employer's part, he, feeling that his servant is tied to him for a stated period, may ask him or her to do work, or may use language to them which, were both persons free to part at once, would not be

Short engagements.

Desertion of service.

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done. I am sorry to say only a very few farmers agree with me in this matter and none to my knowledge have the same terms of engagement as at Newton. They say to me they fear being left in the lurch by their servants at their busy seasons. That in reality has little existence, and, if I am to judge from my own experience, I never had more careful working men, nor less annoyance than has existed since I began the short engagement system. The men were much against it at first, but they now are alive to its advantages.

The question of giving arles * is also one which has led to great annoyance, and while it remains (more particularly with women, as with them the sense of honesty is not so keen as with men) irregularities will always exist. On many farms the failure of female servants particularly to fulfil their engagements has become a perfect nuisance, and while the law remains as it is, and long engagements are adhered to, it is difficult to suggest an adequate remedy.

Where, however, one or more married men are engaged, or where work can be found for them, I am inclined to believe that many of the evils presently existing may be got rid of by the engagement of married men, and the reduction of unmarried ones to the lowest limit possible.

Cottages. If the married men had houses sufficient in size to allow them to keep their sons and daughters at home until they got married, work in many cases could be got for them on the farm, which would be a benefit to them, while they would be a benefit to the farm. The annoyance would thus be avoided of having them living with the farmer, and the evil effects that result from the same, as they would all the time be under their parents' supervision. I have several families employed in this way, where there are two, three, and four from one family all engaged on the farm, and to me it seems an advantage to all concerned.

On every farm, keeping more than one servant, there should be at least one cottage with, say, three rooms, but for young or old married men two rooms may be quite sufficient. This would ensure accommodation for the families as they grow up.

Hours. The usual working hours are:—Enter the stable at 5 a.m., breakfast about 6 a.m., start at 7 a.m., some occasionally before, work to 12 noon, get dinner, go out again at 1 p.m. and work till dark, or 6 p.m. In some cases horses are cleaned when they come in, while in others that is left over till 8 p.m. That practice I have done away with many years ago. My men prefer to take their breakfast before 6 a.m., enter the stable then, and be ready to start at 7 a.m. if the work and daylight permit.

I allow the men to go to and from their work in the fields on my time, unless in such cases as harvesting or potato digging, where a number of persons are dependent on them; in such cases they are supposed to be ready to start punctually at 7 a.m. and 1 p.m. I allow the men to supper and to clean their horses when they come in, which usually takes about half an hour, and it is only occasionally that they get anything after, and I have just had as healthy and fat horses since that practice was adopted as I had before.

With regard to the long hours of byre men and women, it is not easy to see how they are to be reduced. The difficulty is in part overcome on the larger farms by giving them absolutely nothing to do with anything unless the cows; all such work as washing house and dairy dishes, &c. being done by someone specially detailed for this work. This class of female servants receive from 40 to 50 per cent. more than they would get if in town domestic service, so that they are in great part compensated for the extra work by the extra wage. In this district these women get from 10*l.* to 11*l.* per six months, inclusive of food and a few holidays each half year.

In the summer season, when I am carting vegetables to the city, they are all cut and prepared for market before 6 o'clock a.m., and during that time the horse men are out regularly at from 4 to 5 o'clock.

I would put the average length of day something like this—

December, January, and February, 4 hours' work before noon in the field and 3½ hours after one = 7½ hours work.

November and March, 4½ forenoon, and 4½ afternoon = 9 hours work.

April, May, June, July, August, September and October = 10 hours work.

Total = 3 months at 7½ hours = 22½ hours work.
,, 2 ,, 9 ,, = 18 ,,
,, 7 ,, 10 ,, = 70 ,,
12)110½
In the field = 9 hours' and 12½ min. work.

B-IV. NORTH LANARKSHIRE AND LINLITHGOWSHIRE.

Holidays. There are probably no fixed holidays applicable to the whole district unless say New Year's day, and occasionally the local cattle show day of each parish. Most employers give, however, any days that are desired, and of course where long engagements are the rule servants must be off occasionally through sickness. I used to do so, too, and in consideration that every man worked all overtime I asked him, I gave each as many days as he liked. I found, however, that some men took the double of others, and often at times when they could not be very well wanted. (*Anglice* spared.)

When, therefore, the short engagement system was introduced, some years ago, I agreed to allow each man at least two free holidays during the year, and I would further allow them days equal to what overtime they might be asked to work during haytime or harvest, but that for all other days that they were not at their work their wage would be deducted. When, however, a man has been hurt at work I have invariably allowed him his full wage. In order to make up for the money lost to the servant in this way I agreed to allow each man a double wage at the New Year, or a proportionate amount of it should he leave any time during the interval. Since this arrangement was begun, less than half the idleness has resulted from paltry cases of sickness, or excuses to attend the funerals of aunts or grandmothers, &c. at a distance. I am inclined to believe a half-holiday weekly will have to be granted sooner or later, but even if it were, that would not prevent work being done on a Saturday afternoon at any of the farmer's busy times any more than the present arrangements prevent Sunday harvesting when the occasion requires it. It is a matter for mutual arrangement and not one which should be enforced by any legal enactment. If such becomes the custom at any time, as I have already said I am inclined to think it will, the cost will at first fall on the farmers working out long leases, and latterly on the landlord. This cost is something considerable, and will mean about 8*s.* or 10*s.* (a month ?—H.R.) on each man's wages.

Labour-saving machinery has in every case been welcomed by the men, the only exception being a little fretting by the women at the introduction of the mechanical milking apparatus.

It would be advisable for the Government to annually make returns of the number of persons engaged in farming, with a note of the wages paid to each class. This in my opinion should form part of the Agricultural Returns, and the filling up of these should be made compulsory.

Old age pensions should be introduced.

(Signed) JOHN SPEIR.

APPENDIX. D. (2.).

A short STATEMENT of the PRESENT CONDITION of FARM SERVANTS and how to Improve them, by WM. FORREST Ploughman.

I.—*Hours of Labour.*

Three months of 10 hours, 3 of 12½ hours, six of 11½ hours; this makes an average of 11 hours 20 minutes per day. The above figures include indoor work (Sundays excepted) in accordance with the nature of farm work. The hours are very irregular; at certain seasons of the year our usual day is from 6 a.m., when we enter the stable, till 6.30 p.m., when we leave it. Our out-door work is from 7 a.m. till 6 p.m., with one hour off for dinner; however I believe in the majority of places they are in the stable from 5 a.m. Concerning these hours I will not say much at present, although we all know it means a *very long day* considering our labour.

II.—*Wage Earnings of Married Ploughmen.*

Wages are from 18*s.* to 22*s.*, with perhaps a few exceptions under or over the figures, but I believe the great

* Earnest money on engagement; the return thereof to the masters being in the opinion of some servants sufficient to annul an engagement. —H. R.

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majority have 20*s.*, with free house, taxes, and coals driven, which means a total value of from 21*s.* to 25*s.* per week.

III.—*Single Ploughmen.*

Wages are from 12*l.* to 18*l.* per six months, with board and lodging. Halflins are paid in proportion to their abilities.

IV.—*Single or Married Farm Labourer.*

Wages are usually 18*s.* per week, except in time of harvest, wages are from 20*s.* to 24*s.* per week.*

V.—*House and Byre Women.*

Wages for house or dairy maids are from 9*l.* to 11*l.* and byre maids from 8*l.* to 10*l.* per six months, with board and washing. They have an average working day of 13 hours.

VI.—*Accommodation for Married Ploughmen*

Generally consists of one room and kitchen with a small garden attached. Many of their homes are very uncomfortable from various causes, such as dampness, cold, old age, and want of sanitary arrangements generally, and proper accommodation. They ought to have a good room and kitchen with two beds and a small scullery. Outside they should have a washhouse and boiler built, and a good-sized garden with accommodation to keep one or two pigs. The necessary ought not to be built nearer than 15 yards to the house, then with plenty of good water we would have happy and healthy homes.

VII.—*Accommodation for Single Ploughmen.*

Their usual accommodation are bothies or lofts, which in many cases are very disagreeable; to gain access to many of them you have to ascend by means of a round sparred ladder, leading up from the byre or stable, as the case may be, but as you enter you have to keep yourself bowed down to keep your head from coming in contact with the long pointed slate nails sticking through the thin sarking. As you look along you see what you suppose to be the light glimmering though a hole in the gable, but on closer inspection you find it to be a small window covered over with cobwebs. With no fire and in semi-darkness this place presents a very gloomy and a decidedly uninviting appearance for any human being to sleep in. They ought to have a well lighted and ventilated room, with a small dressing room attached, a good fire and lamp, a table and chair for each occupant.

VIII.—*Accommodation for Women.*

Their sleeping accommodation is generally very good, being in the kitchen or room adjoining.

IX.—*Engagements.*

I prefer monthly engagements, especially for married men; the usual engagement for married men is yearly, for single men and halflins, house and byre women six months. We who are in this place on the monthly system have a week's wage annually for our overtime. Of course we have no pay when we are off ill, or otherwise, while others have it, but I would *leave this matter* between *employer and employés.*

X.—*Allotments.*

From one half acre to two acres, or any portion of ground that may be allotted from time to time, would be best suited for married ploughmen, as a means of supplementing their wages. I think allotments should be let by farmers themselves at a cost rental, and that ploughmen should have a field bargain to the effect that they be paid compensation for any seed or crop they may have on the ground at their time of leaving. N.B. The taking of allotments not compulsory.

XI.—*Saturday Half Holiday.*

In making the above proposal I am quite well aware it will be met with a most determined and almost universal disapproval by the majority of farmers. However, a little calculation and comparison will, I trust, fully substantiate the reasonbleness of the above request. We have presently an average working week of 68 hours, or 11 hours 20 minutes per day (Sunday labour excluded), at the rate of 4½*d.* per hour, which practically means 1*l.* 4*s.* 1*d.* per week, 1*l.* 1*s.* 0*d.* being usually paid in cash wages, the remainder being kept for "house "rent, taxes, coal carting." I will now draw a few comparisons between the hours and wages paid to labourers of other industries. They have a usual working week from 54 hours to 58 hours at a rate of from 4*d.* to 6½*d.* per hour, or from 18*s.* to 31*s.* 5*d.* per week, the lowest of these quotations being usually paid to old men. Of course the general rule in public works is "no work no pay;" but, again, they have often the facilities afforded them of supplementing their pay by working overtime, for which they are paid ½*d.* to ½*d.* additional wages for the extra time wrought. Ploughmen who are engaged by the year get four or five days annually as holidays, for which they are paid, and also for a reasonable time of enforced idleness through illness. The ploughmen obtain these benefits for the extra time they have to work morning and night in the busy seasons, for which they recieve no extra wage. In my own case, which is the monthly system of engagement, we receive one week's current wages annually for our overtime, or a proportionate part thereof at the time of our leaving, and we have also two Saturday holidays in the year, for which we are paid, but if we are off through illness, or any other cause whatever, our wages are kept off accordingly, unless we are off through an accident sustained in our master's employment. As I have already mentioned in a former part of this paper, our average working week is 68 hours at 4½*d.* per hour; with a very slight increase in wages to the extent of one-third of 1*d.* per hour, or in all 4½*d.* and $\frac{1}{12}$ of 1*d.* per hour, would give us five hours less on Saturday, or 63 hours per week at a total value of 1*l.* 4*s.* 1*d.* per week. If the Saturday half-holiday was in force, the horses would be attended to on Saturday night in the same manner as they are being presently attended to on Sunday. Therefore, I trust, the afore-mentioned facts and the long stretches that servants have often to make on the part of their masters, will be thought worthy of remembering by those who are appointed to consider our interests.

XIII.—*Milking.*

For a considerable distance around Glasgow the milking hours are usually from 4 a.m till 5.30 a.m., same time at night. In the majority of places in this district ploughmen's wives have to assist in milking, for which they are paid about 4*s.* per week, or say 2½*d.* per hour, of 21 hours, a very small pay considering the early rising.

XIV.—*Supply of Milk.*

Milk is usually supplied at current cost price, with a few exceptions, as a rule easily obtained.

Newton Farm, Newton. WILLIAM FORREST.

* Nos. II. and III. are the regular farm servants. No. IV. is referred to in par. 33.—H. R.

APPENDIX E.

ABSTRACT from MEMORANDUM by Mr. J. SKINNER, Inspector of Poor, Lanark.

I found it more difficult to ascertain the relative proportion the class you are inquiring after hold on the pauper roll than I anticipated, as each case had to be inquired into separately.

There are chargeable at present 40 males, 63 females; total 103; with 55 dependents, but there is not a single one who could be termed purely an ex-agricultural worker. In Lanark Poorhouse boarders are received from eight neighbouring country parishes, and out of the total number of 40 inmates at present the Governor informs *none are purely agricultural workers.*

Country servants as a rule, if unmarried, ultimately either migrate or emigrate. Those who are married, are supported by their families in their old age, for as a class they are superior to the town labourer, and the filial ties are correspondingly stronger, though the good Christian characteristics so finely portrayed in the "Cottars' Saturday night" are being worn out by the now close contact of intemperate city life with that of the country.

In Scotland able-bodied persons are not legally entitled to relief. Relief is only given to aged persons whose families are unable to maintain them—widows with young children, &c.

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ROYAL COMMISSION ON LABOUR.

THE AGRICULTURAL LABOURER.

SCOTLAND.

REPORT

BY

MR. H. RUTHERFURD
(ASSISTANT COMMISSIONER),

UPON THE

ARABLE DISTRICTS

OF THE

COUNTIES OF WIGTOWN, KIRKCUDBRIGHT, AND DUMFRIES.

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THE AGRICULTURAL LABOURER.

To GEOFFREY DRAGE, Esq., Secretary,
Royal Commission on Labour.

THE AGRICULTURAL LABOURER.

2, Harcourt Buildings, Temple, E.C.,
May 20th, 1893.

Sir,

District visited.

1. I have the honour to submit my report on the fifth and last district assigned to me in Scotland, comprising the arable parts of the counties of Wigtown, Kirkcudbright, and Dumfries.

I arrived at Wigtown towards the end of March 1893, and the inquiry for the three counties, in respect of local investigations, terminated about the end of April.

Method of inquiry.

2. I again adopted the course formerly taken for obtaining information, and thus, on arrival at Wigtown, called upon the various persons with whom I had been previously in communication—the officials of the county, the Secretary of local Agricultural Society, and a leading tenant farmer. I inquired further as to any association formed on behalf of farm servants, and being informed that one had been started in the southern side of the county, but that it had failed, I nevertheless applied for the name of the ex-secretary, and communicated with him, though without result. A very full meeting was notwithstanding held in that quarter.

By correspondence with the secretary of a more flourishing Union in the west of the county, I was enabled to arrange for the attendance at a public meeting of a fair number of men from the immediate district when I went there, and also for the presence of certain delegates from the outlying peninsula or "Rhinns." A meeting was also held in Wigtown.

In Kirkcudbright and Dumfriesshire like efforts were made, but from the absence of living organizations on behalf of the farm labourers, I had not equal opportunities of obtaining their attendance at meetings held for them.

To meet this difficulty, advertisements in the papers were sometimes repeated, and by the courtesy of the press, paragraphs were inserted calling attention to the notices in question. Occasionally handbills were circulated, or I drove round the neighbourhood before the meeting, holding interviews with various persons whose attendance was uncertain, and leaving here and there copies of the notes of inquiry on which the time and place of meeting were noted. These proceedings had in one or two cases the desired effect.

In some cases farm servants, unable to attend, favoured me with very full replies in writing to the questions stated in Circular No. III.

Public meetings for farmers and labourers.

3. The meetings were held for tenant farmers and labourers respectively, but it sometimes happened that from misapprehension, or in ignorance of the arrangement made, the one class would be represented at a meeting intended for the other. This became apparent to me as the meeting proceeded, but I never found any inconvenience to arise therefrom, and at no time did either masters or servants advert to the intrusion of the other side. Indeed, on one occasion, the men invited an employer present to testify as to some points on which they did not feel sufficiently qualified to speak. Besides the above I had as usual the assistance of others interested in, though not immediately connected with, agricultural operations.

Wigtownshire. Description.

4. The county of Wigtown, forming the south-west extremity of Scotland, and with the Stewartry of Kirkcudbright known as Galloway, is bounded on the north by Ayrshire, and on the north-east and east by Kirkcudbrightshire and Wigtown Bay, and on the south and south-west by the Irish Sea. Towards the Irish Channel the county throws out an extensive double-pronged peninsula known as the Rhinns of Galloway.

The surface is uneven from a series of hills or eminences over the greater part of the county, but of low altitude; some of these low, round, and smooth eminences, rising from the surrounding surface in rapid succession have a peculiar effect, they are locally called Drums, and are cultivated. There is also an extensive tract toward the northern side of wild moorland, and approaching the borders of Ayrshire the hills attain to some elevation. In parts of the lowlands peat mosses abound. In certain areas near the sea the rock appears through the land with such frequency that, though the intervening soil is good, its cultivation might seem to be impracticable. Yet in most places the soil was turned over, and even where the stretches of land did not extend beyond a few yards at a time, the fields comprising actually less land than rock, the plough was made to travel with remarkable ingenuity over these little oases; and, we may take it, with ultimate reward.

B.-V. WIGTOWN, KIRKCUDBRIGHT, AND DUMFRIES.

Along the eastern border there is a "carse," or plain, of which a considerable part is strong clay, and part reclaimed land from the adjacent moss. In other districts the land varies, with occasional stretches of moss, from loam and clay to a soil of light and gravelly character.

Cultivation, farm, &c.

5. Although unprofitable land is not wanting, the cultivated area of the county, 153,098 acres, bears a good average proportion to the total area of land and water, 313,576 acres, and presents both in its arable and dairy districts a fertile appearance. Around Wigtown the farms vary from 100 to 600 acres, and in the carse country near it the produce is chiefly wheat, beans, and oats. Around Whithorn, while arable and stock farms prevail, dairy farming is more general, and the holdings average about 200 acres. Towards Stranraer the dairy character becomes still more marked; milk is sent by some to the creameries all the year round, cheeses to Glasgow, and in winter a large business is done in forwarding milk to various towns.

Labour staff.

6. In regard to arable farms it was said that for a 300-acre holding, the regular labour staff might be taken at five men and six women and boys. Cultivation used to be under the five-course shift, it is now six and sometimes seven years, thus:—1st, oats out of lea; 2nd, turnips; 3rd, oats sown down, then grass for remaining years according to circumstances.

Owners of land.

7. There are several large owners in the county, with but few small owners, and still fewer who occupy their own land. It was stated, however, that such last-mentioned owners did not necessarily occupy small holdings.

Kirkcudbrightshire. Description.

8. The Stewartry of Kirkcudbright, also on the south-west of Scotland, and lying between the counties of Wigtown and Dumfries, comprises a land and water area of 582,982 acres, of which are cultivated 190,701 acres. The county is naturally divided into two principal areas, the one occupying a large part on the north and north-west being mountainous, and affording but a bare supply of food for sheep, the other, to the south and south-east, being of comparatively moderate elevation, with excellent pasture and abundant cultivation.

It is intersected by several rivers. The most prevalent rock in the mountainous district is granite, which is quarried at certain points, while minerals of various kinds are worked over the county generally.

Agricultural character.

9. The soil of the lowlands is of a light character, and the farms ranging from 250 to 300 acres are on the south and south-east entirely arable, with sheep farming and dairying. There are some few farms of limited size, say of 50 or 60 acres. Cultivation is on the six or seven years' shift, the order of cropping being, 1st, oats out of lea; 2nd, turnips; 3rd, oats (barley, very seldom), and sown down; 4th, rye grass for hay; then two or three years of grass.

The steady growth of dairy farming has extended to this county also. For some time famous for its Galloway cattle, it gives now considerable and increasing attention to the dairy; and the busy auction mart at Castle Douglas testifies to the large develop-

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ment of this as well as of other departments of farming.

Owners of land.

10. The land is distributed among a rather numerous body of owners, though a few hold large possessions. The agricultural returns would seem to show a fair proportion of land occupied by the proprietors (Appendix A.), but small owners of the yeoman class are said to be almost unknown.

Dumfriesshire. Description.

11. The county of Dumfries, lying to the east and north of Kirkcudbright, is bounded on its own east and northern sides by several counties, and on the south by the Solway Firth and the English border. Possessed of a total land and water area of 688,057 acres, it contains a cultivated portion extending to 260,075 acres.

The northern half is largely mountainous, and this character extends to the eastern and western boundaries; ranges of less altitude run in a southerly direction, between which are the fertile valleys of the Nith, the Annan, and the Esk. Eventually the whole surface becomes of a more lowland though undulating character, as it approaches its southern boundary, the Solway, then presenting a scene of general cultivation.

The mineral wealth comprises a valuable red sandstone, largely used in the county, and exported abroad, also limestone, and in some parts coal. Lead mines of some celebrity have existed for many years.

The climate in all three counties is, on the southern sides, of a mild type; and I heard again of the practice of turning out the working horses in the summer nights, a course followed in the north but not adopted in some of the counties adjacent to this District.

Agricultural character.

12. The soil, being generally of a light character, is favourable to green cropping, and feeding of sheep from turnips. Thus, holdings in the lowlands are largely of an arable nature, the rotation being usually the five or six shift, thus:—1st, oats out of lea; 2nd, turnips, or some potatoes; 3rd, oats sown down; 4th, hay or pasture (hay near towns); 5th, grass; and 6th, gras sin higher districts.

The farms vary from 150 to 250 acres where arable only, but where sheep-runs are included the extent may be 1,000 acres and over.

Near towns dairy farms exist for milk supply, but when the dairying is established in more remote places greater attention is given to cheese making. It was stated that while about 20 years ago the dairy farms in a radius of 10 miles from Dumfries numbered about six they now exceeded fifty.

In some parts the early potato is cultivated, but not with so early a result as in Ayrshire.

Owners of land.

13. Owners of large properties are numerous, but it cannot be said that occupying owners, whether of large or small holdings, are otherwise than few and far between.

I. Present Supply of Labour.

Ploughmen and cattlemen.

14. Throughout the whole district it was very generally alleged that there was a sufficiency of male labour for present requirements, although at the same time there had been in the last 10 or 15 years a very decided decrease in the number of labourers generally, and in some places the diminution was still proceeding. In one part of Wigtownshire, day labourers were scarcely adequate to the requirements. The sufficiency of farm servants above noted only applied at ordinary seasons, for at the busy times there was a very general complaint of a want of hands.

Women.

15. Female labour was pronounced to be scarce at all times, and particularly in the supply required for dairy operations, although the remuneration of women, especially of the latter class, has been raised considerably. "When I was young," said a farm servant, "they had 3*l.* the half-year with bed and board, now "they have 9*l.*"

It will be seen later on that this higher wage is rather that of the byre woman simply, for the *dairy-woman* on a cheese farm receives two to four pounds more, and the chief dairymaid "in charge" more still.

Immigration.

16. At the busy season, Irish labourers come over from Ireland, or from the large city of Glasgow. Occasionally a supply of native Scotch will emerge from towns for country work.

The numbers, however, are said to be fewer all round, and some of the Irish that do come only appear at harvest-time, and after an engagement previously made, or by annual understanding.

Industrial School boys.

17. A source of supply from Dumfries is that of the boys of the Industrial School. These boys are employed by the farmers at the season for singling turnips. Carts arrive for them in the morning or meet them at some convenient railway station, and they are restored to the Institution in the evening. It was said that the work is well done, and that the boys rejoice at the opportunity of being so engaged.

The Agricultural Labourer.

On hearing this I visited the Institution, and had an interview with the Superintendent, who said the assistance to the farming tenantry was valuable, that the advantage to the boys themselves was considerable, and the financial benefit to the Institution unquestioned. A very large proportion, about 80 per cent. of the youths annually retiring from the Institution, proceed direct to farms for permanent occupation, and some start at once with good wages.

Efficiency of labourers.

18. On the question of Efficiency there was very seldom agreement throughout the different parts of the same county, and sometimes the evidence of a single meeting was of a divided character, so far as it referred to a comparison with former times. As regarded other districts the comparison was generally in favour of the county giving the evidence; although at Wigtown it was considered that the labourers of Ayrshire and Lanarkshire were superior, especially in regard to the management of horses.

A grieve in Dumfriesshire was of opinion that the men were less efficient than formerly, but on the ground that the practice now-a-days was to "rush the work," and thus the farm servant had not the same opportunities of becoming efficient.

Difference of views.

19. In another part of the county also the views were opposed, and yet both sides gave as the effective cause of the men's efficiency or inefficiency the use of machinery. At least it was maintained by the one side that the labourer was *as* efficient, and more adept in the use of machinery. While a farm manager of experience held that he "had fallen back from his standard of efficiency, "and would say that one of the principal causes of "deterioration was the introduction of improved "machinery in agricultural work."

This witness cultivates successfully a large farm belonging to an Institution by employing almost solely the inmates of that Institution, who are lunatic patients. I did not ascertain how far the use of machinery was adopted on the farm. All horse-work was managed by sane men, but the whole of the remaining duties were performed by the patients.

II. Conditions of Engagement.

Employment generally regular.

20. The form of engagement for the ordinary staff on Scotch farms, ploughmen and cattlemen, necessarily induces regularity of employment for a considerable proportion of the people engaged.

The female workers who are paid by the day, or whose earnings per day are paid to the parents or others (bound frequently to provide such workers for work on the farm as required), are employed with some regularity, though, no doubt, weather will prevent them earning wages at odd times, when indoor work is not afforded. On one occasion it was put as a complaint that the "workers" could not have more regular employment instead of dry wage merely, *i.e.*, wages earned in dry weather.

It was alleged in Wigtownshire that there is a loss to the ploughman or married cotman who pays, or may have to pay to the worker provided by him a fixed sum per half year, while he may receive from the farmer, his employer, less than covers her wage and board. But of this more will be said under the head of wages.

The dairyman contractor.

21. A form of engagement in dairy farms is that of the "dairyman" who contracts to do the work of the byres at so much a cow. It is not identical with the Bowing system, and indeed is the converse of it. The farmer *pays the dairyman* to do the necessary work of the byre, the dairyman finding the staff, usually his own family; while the bower *pays the farmer* for the profit he may make under his management of the cows and the sale of their produce; the farmer finding the cows and their food. The duties of the dairyman and mode of remuneration are specified in a memorandum set out in Appendix C.

The Bower.

Married ploughmen, engagement by the year.

22. The more common method of engagement for service for married ploughmen or other cotmen in the district generally is a hiring by the year at so much a year. But on the western side of Wigtownshire the mode more frequently adopted was that of a yearly engagement at so much a week.

Mode of payment.

The wage in either case consists of a money payment, supplemented by a house and garden, with carting of

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coal. But in parts of Wigtownshire it is the custom to pay less, and in one part much less, money wage, and to substitute as equivalent value over and above the house, &c., a free supply of coals (not carting only), and allowances of meal and potatoes. And the two modes of payment were frequently adopted on the same farm.

Payment in kind.

In all three counties where, as under the arrangement first mentioned, nearly the whole wage is money, a supply of potatoes is occasionally added, this sometimes as a voluntary addition by the master, and at others as part of the bargain.

Supply of female workers.

In selecting the ploughman or cattleman it is the aim of the farmer to get a man who, from his family, can supply one or more female workers or milkers. Such persons have therefore the preference, and rather than lose a place men will agree to accept the engagement, although their only way of fulfilling it in some cases is to allow the wife to do the work in question. Some reference to this understanding will be made hereafter, when presenting under the head of "General Condition of the Agricultural Labourer," such points as may by them be regarded as grievances.

Unmarried men, byre and dairy-maids engaged half-yearly.

23. The other employés are engaged in the usual manner; unmarried men, byre women, and dairymaids, (all usually lodged and boarded on the premises), being engaged by the half-year, and at so much the half-year.

2. Field workers.

24. The ordinary field workers are paid as previously mentioned by the day, and so with ordinary labourers, though the latter are sometimes engaged at so much a week.

Hours of labour. (1) Ploughmen and cattlemen.

25. In this district, as in all others, the ordinary span of field-work for all parties in summer is 10 hours, although I heard of one small district where the long abandoned practice of 11 hours was still in vogue. I did not, however, hear this from the men themselves.

In winter the day begins at the *stables* very frequently at the same hour, or only a little later; odd jobs in or about the steading occupy till daylight; and the work in the fields terminates with the advent of darkness.

The time occupied in duties preliminary and subsequent to field operations by men in charge of horses is much the same as in other parts, that is, such duties with the time taken in going and returning, occupying in all from an hour and a half to an hour and three-quarters. Cattlemen's hours are about the same as ploughmen's, or rather longer, but not so defined.

Detailed statement. (a) Summer.

The usual hour for appearance at stables in summer was 5 a.m., for work variously represented as of 40 or 60 minutes, after which breakfast, and return to the stables at 6.45, to start therefrom at 7, or in some cases to be at work in the fields at that hour. Then thus:—

Field-work - - - -	7 to 12
Dinner-time - -	12 to 1 or 12 to 1.30
Field-work - -	1 or 1.30 to 6 or 6.30

The stable work would then take 35 minutes, when the men would go home to their own suppers; but in high summer, the practice obtained in most places of turning out the horses immediately after conclusion of the day's work, some first giving the animals a feed and others not, according to instructions. Where there was feeding, the men contended that with this and the leading off to the fields, the time to them was much the same.

From these hours there were occasional variations, more particularly in Wigtownshire, where in a certain limited area much diversity was shown as to the distribution of the morning work. Where the starting of field-work was earlier than 7, the hour of rest at mid-day was also earlier, as a rule, but not always. In such latter case the practice was to shorten the afternoon division of the day; the intention being very general to adhere to the total of 10 hours for outside work.

At one farm, that of Cults, near Stranraer, the plan was to have an overseer who came to the stables before the ploughmen, and he having fed the animals the ploughmen would appear at 6 to groom and clean up. In this and other cases where the men did not appear at the steading till 6, the general rule was to have breakfast before coming.

Meal hours.

For meals, the time for breakfast would be about 40 minutes, and for dinner as stated, but the grant of 1½ hours for dinner was said by some men to be nominal to them, for though 1½ hours to the horses it was not so to men whose cottages were at a distance.

A variety of practice to be found over the district generally was as to the time of "lousing" (unyoking), some Farmers always intending the hours of work to be work in the fields till the last moment specified, others allowing the time to be counted until arrival at the stable door.

(b) Winter.

It was in reference to the morning hours of the winter season that divergences in the statements of masters and men were most to be found.

It was common enough for farmers to admit that they expected their men still to attend at the stable at 5 a.m. as in summer, but where they alleged that they allowed 5.30, it was very seldom that the men would agree to the accuracy of that statement; "5 a.m. and kept to it" was the almost invariable observation made, this sometimes from a chorus of voices. I felt a difficulty in arriving at a conclusion on the question, for the statements of the farmers were positive enough, and appeared to me worthy of belief; on the other hand, the spokesman of the men very frequently persisted to the contrary, and received more or less support. On one occasion, however, at a rather large meeting in Wigtownshire, when such an observation had been made by the men and insisted on, one of a few farmers present rose, and with much vehemence exclaimed that, of all the men present, there were not five who were now ever called upon to rise at the hour named. To my surprise this statement was allowed to pass without any challenge whatever.

Early hours a grievance.

Where the hour is admitted on both sides to be 5, or virtually so, the men make it a complaint that they should be expected to appear at stables at such an early hour in winter, when before the appearance of daylight very little can be done, and very little is, in fact, expected to be done. The practice of taking the men to the barn for threshing or other similar work till daylight is in this, as in other districts, to be met with, but is fast dying out, and any other work is of comparatively little importance.

Duties at smithy.

In some few farms, where no stock is kept, the hours for starting in winter would seem to be deferred till 8 a.m. On the other hand, a complaint occasionally made by the men at other places was repeated in Wigtownshire, that of their time being occupied after regular hours, such as being required from time to time to attend, after 6 p.m. in winter, at the smithy with plough or other irons.

(2) Women. (a) Field workers.

Field workers where work is confined to the fields, labour from 7 to 6 in summer, and from daylight to dark in winter. Workers who are also engaged to milk,

Occasional milking duties.

occupy in milking on each occasion from one hour to an hour and a half: and it is usual to allow them an hour of grace before they join the others in the field, and to permit departure therefrom in the evening half an hour to an hour earlier. The men of Lockerbie agreed that this was the practice, but those of Annan would not admit it to be the rule, for they alleged that with some farmers less time was allowed, or none at all. Where no sufficient allowance was made the hours would necessarily be very long, and the interval between meals considerable. I believe, however, that the rule is to give time, though not by any means always to the corresponding amount consumed in the milking. It is to be understood that for such extra work there is extra pay, and that in some places tea is provided.

(b) Byre and dairy-women.

The regular byre and dairy women, whether as distinct individuals, or as women discharging both byre and indoor work, commence work at hours depending on the position of the farm and the nature of the business carried on. For the sweet milk trade 4.30 a.m. is usual for dairy farms within reach of large towns. Those women who have indoor duties to discharge, such as pure dairy work, or byre work with kitchen work, are said to have very long hours. And this would seem to be so. For they extend from 4.30 a.m. or 5, to 7 or 8 p.m., or later, and the meal times are short. The byre men or dairymen have also early hours, and one of the latter speaking of the daily labour, said, that in the milk trade "they had no hours, they had just to push along for the work had to be got through." He added, however, that in winter afternoons there was comparatively little for the women to do.

Sunday labour.

26. The usual arrangement of a rotation of men to do the necessary Sunday work obtained in this district. The hour's work at the stable in the morning being performed by all the hands; the feeding in the middle of the day always, and the suppering up at night very generally, being performed by one man according to

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arrangement. In a district where so many dairies abound, a considerable proportion of the farm servants must be employed on Sundays, and the women have therefore but limited relaxation. And where cheeses are made the work appears very constant indeed, for it is an operation requiring continuous attention. It does not, however, follow that in the cheese manufacture, women are the chief or only manipulators, for at one of the so-called "creameries," where a large number of cheeses were turned out daily, I ascertained that out of a staff of 21 hands, 20 were males.

Competing industries.

27. In Wigtownshire I could not hear of any industry seriously competing with that of agriculture for the service of the labourers, unless the rising port of Stranraer, and the sandstone quarries elsewhere could be so considered.

In Kirkcudbrightshire there was little to note in the way of industries of any kind competing for the service of the agricultural labourer, but in Dumfriesshire, besides the rather large and busy town of Dumfries, there are extensive quarries and some mining.

The wages mentioned for quarrying were somewhat higher than agricultural wages, but in view of the greater uncertainty of employment, the earnings of the year, even after allowing for the mildness of the climate, would probably be fairly estimated at little above agricultural payments. As to Dumfries it appears to be reasonable to speak of a large town in the district being in itself a competing industrial centre, for advanced education does qualify some of the rural labouring class for better employment there; while a considerable proportion of the *young* of both sexes are directed by their parents to turn away at once from the occupation of their progenitors, and to look to a higher walk, viz., to the emoluments in cities for which they are now qualified.

III. WAGES AND EARNINGS.

Married ploughmen in cottages.

28. The form of engagement necessarily ruling the method of stating the wage, and the hiring of the married ploughmen and cattlemen* being usually *by the year at so much a year*, this mode of remuneration may be stated first. In Kirkcudbrightshire and Dumfriesshire the wages were almost entirely in money, the balance being the amount debited in respect of house and carting of coal. The rate varied (according to the evidence of the masters) from 38*l.* to 45*l.* in money, but these extreme figures were but rarely heard of, and 40*l.* to 42*l.* was the more usual wage. Adding to these the other items, we have,—

Kirkcudbrightshire and Dumfriesshire.

Masters' figures.

	£		£
Money wage	40	to	42
House rent	4		4
Carting of coals	1		1
Total earnings	45	to	47

Labourers' figures.

The men gave a range for *money* at one place of 39*l.* to 40*l.*, and at Castle Douglas in Kirkcudbrightshire, 36*l.* to 43*l.* The house being estimated in each case at 3*l.* 10*s.* (thus making with coal carting 4*l.* 10*s.*), the totals ranged from 40*l.* 10*s.* to 47*l.* 10*s.* To these items there may be added allowances of meal and potatoes granted by many farmers, and averaging from 3*l.* to 4*l.* The labourers, however, contend that this is not a general practice.

Wigtownshire.

In Wigtownshire the money wage for the cotmen on the Stranraer side was fixed by *weekly* rate, and the figure stood at 15*s.* with house, and coal carted, representing 5*l.* and thus making a total of 44*l.* per annum.

Masters' figures.

On the eastern side the arrangement was either by the week at the same figure, or by the year at the rate of about 24*l.* to 26*l.* in cash, and 21*l.* 5*s.* for house and allowances. In the latter case the amount of payment in kind was made up thus,—

Payment in kind.

	£	s.	d.
House and garden	4	0	0
Meal, 6 bolls of 280 lbs.	9	0	0
Coals, 5 tons and carted	4	5	0
Potatoes, 4 bushels planted equal to 8 cwt.	4	0	0
Total benefit	21	5	0
Minimum money wage	24	0	0
Thus making minimum total earnings	45	5	0

Permission to keep pigs and poultry also granted. These particulars, given at the farmers' meeting, were contested at the men's meeting, and they reduced the amount thus,—

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Labourers' figures.

	£	s.	d.
House and garden	3	0	0
Meal, 6 to 6½ bolls	7	19	0
Potatoes, own seed, 3 or 4 bushol	2	0	0
Coals, 4½ tons at 15*s.*	3	7	6
Making a total for "benefits" of	16	6	6
And as they named for money wage	22	0	0
The total earnings were thus	38	6	6

These figures leave a wide gap between the men's estimate and that of the farmers'. And at a subsequent interview with the spokesman of the latter when viewing his cottages, he referred with some indignation to the figure given for the money wage, saying it was much too low for the average of the district, that the wage given by him, 24*l.* to 26*l.*, was very moderate. I believe the explanation lies in this, that the men's spokesman, as sometimes happens, gave as average wages of the district the rates ruling in his own somewhat remote corner of the Rhinns of Galloway. I have, however, a written communication from one present at the men's meeting, and whose observations at the time were certainly not flattering to the farmers of Wigtownshire. His figures, stated as the wages actually given by his employers, are as follows:—

	£	s.	d.
House and garden	3	0	0
Six bags meal of 280 lbs. at 28*s.*	8	8	0
Two tons of coal at 12*s.* 6*d.*	2	10	0
Two bushels of potatoes planted at 13*s.*	1	6	0
Total benefits	15	4	0
Money wage	24	0	0
Total earnings	39	4	0

It will be observed that the supplies differ in all the accounts in respect both of quantity and value, and no doubt there are in respect of the allowances made actual differences in fact among the various employers.*

Estimate of their wages.

29. I am of opinion, however, on a fair comparison of the three estimates that the *men's* are put too low, and though the masters money estimate is a low average, the total amount is high by reason of the figures attached to one or two items in the allowances being perhaps excessive. The ploughmen's earnings in this county may thus, I think, be stated at from 41*l.* to 44*l.* 10*s.* In Kirkcudbrightshire the range would be from 44*l.* to 44*l.* 6*s.*, and in Dumfriesshire, although the extreme total near Dumfries reached 48*l.* 15*s.*, the average could not, I think, be put higher than from 45*l.* to 46*l.* 12*s.* To these wages no addition is made in figures for the privilege of keeping poultry and pigs, and at one place in my earliest district that point was raised at a farmers' meeting, and it was then thought by some that for this item a sum of 3*l.* might well be entered. By others it was not denied that the advantage to the labourer might be as stated, but it was considered that the item should not be estimated at all. Although I have rather from inadvertence than intention abstained from inquiry as to this in the later districts, the value of the privilege ought, I apprehend, to be estimated, seeing that the subject of investigation is not the cost of farming but the general position of the agricultural labourer.

A further item not often alluded to is that of rates on the farm cottages; these are paid as usual by the farming tenant and landlord. It should also be mentioned that it is usual for the employer to supply butter and milk at farm prices and at fixed sums all the year round, milk at, say, 5*d.* a gallon (1*d.* or 2*d.* a day), butter at 1*s.* a lb.

Single men.

30. The wages of the single men boarding in the farm house, and acting as ploughmen or byre men, varied in Wigtown and Kirkcudbright from 9*l.* to 12*l.* for the half-year, 13*l.* being given at one place for an experienced man. The inferior men would receive from 8*l.* to 10*l.*, and in Wigtownshire rather young byre men 7*l.* to 9*l.*; halfins from 6*l.* to 7*l.* 10*s.*

In Dumfriesshire first-class men received from 12*l.* to 14*l.*; inferior, 8*l.* to 10*l.*; lads and young men, 6*l.* to 10*l.*

Estimate of their wages.

31. In Wigtownshire and Kirkcudbrightshire the average for men may be taken at 10*l.*, and for lads at from 6*l.* to 7*l.* In Dumfriesshire the figures would be men, 11*l.*; young lads, 8*l.*

* These as living in the farm cottages are sometimes spoken of as "cotmen."

* Seed potatoes were supplied either by masters or men as agreed. A stretch of potato ground as far as the pig manure could extend was often conceded.

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Their board.

As the board of single men forms a considerable proportion of their wage, I inquired at one or more places what the food consisted of, and at Stranraer the information from the men was that for *breakfast*, porridge and milk were provided; *dinner*, broth, meat, potatoes, and milk; *supper*, porridge and milk, and at times tea.

Women. (a) Field workers.

32. The wage of women workers in the counties of Kirkcudbright and Wigtown varied from 1*s.* and 1*s.* 3*d.* to 1*s.* 6*d.* per day; women from the villages 2*s.* per day when summoned at the busy season. At Castle Douglas it was said that 1*s.* 6*d.* was the minimum. The lower wage prevailed more in Wigtownshire, but 1*s.* 6*d.* was becoming a very general figure. In Dumfriesshire the minimum wage was not so low.

Position of ploughmen providing workers.

33. It will be understood that the women workers or worker-milkers provided by the cotman, if not members of his own family (the usual case) are engaged by him for the half-year at so much the half-year, but the payment he receives from the farmer is only the amount earned for work actually done. At some farms a second milker has to be provided, thus increasing the burden if outdoor work is not to be had with regularity. This is the grievance more particularly dwelt on in paragraph 17. The wage paid to the worker by the cotman, or which the daughter would earn if at liberty to go elsewhere, being (as alleged), together with board, more than the earnings received. A witness, by an elaborate calculation, endeavoured to show that the ploughman or cotman must be out of pocket annually 4*l.* or 5*l.*, and if bad weather, or want of employment otherwise, occurred, the figure might reach 9*l.* This grievance has not been presented to me by any other person. But, examining it, I think the witness assumes that the ploughman cannot rectify the relatively high wage he specifies, thus placing the balance for himself on the wrong side. While the market rate for female labour must be recognized, this must also be taken to be known before the ploughman makes his bargain with the farmer. Further, the wage of the ploughman thus furnishing a worker or milker, is alleged to be somewhat higher than that of others.

When women workers are boarded in the house the pay is by the half-year at from 6*l.* to 8*l.*; kitchenwomen, 7*l.* When field workers are employed in assisting to milk (usually for about 35 weeks in the year), they have to start in the morning about 6 a.m. and at the same hour in the evening, and the wage for two to three hours a day for seven days is about 3*s.* a week, in addition to their field pay of about 1*s.* 3*d.* per day.

Byre and dairy women.

34. The remuneration in the three counties of byre women and dairy women, usually living on the farm premises, is higher than the above, for they receive, the half-year, 8*l.* to 11*l.*; good dairy maids, 12*l.*, and in the cheese districts, 15*l.*, the leading dairy maid being sometimes engaged by the *year* at the rate of 30*l.*, with same board.*

Piece-work not usually available for regular staff.

35. Not much labour is performed by piece-work, and the regular servants of the farm have no opportunity of adding thereby to their wages. But the women workers paid by the day are sometimes so engaged, turnip singling and turnip shawing (or topping) being frequently let in Wigtownshire and Kirkcudbrightshire at 1*d.* per 100 yards, the shawing being at some places 1½*d.* for yellow turnips and 1½*d.* for swedes. In Dumfriesshire the prices were 1½*d.*, sometimes 1*d.* for yellows and 2*d.* for swedes; and when let by the 1,000 yards 10*d.* and 1*s.* 3*d.* respectively.

Draining in ordinary soil, and at usual depth of about three feet, was estimated in such a variety of ways, sometimes the same term expressing various values in different places, that the real rate was not always readily to be ascertained. I gathered, however, that 5*d.* to 1*s.* would be paid for making a drain per rood of 20 feet; at another place 11*d.* for cutting, tiling, and filling; while in Dumfriesshire the figure was 9*d.* per rood of 18 feet.

Ordinary labourers.

36. Labourers unconnected with the staff are not employed much on farms at ordinary seasons. Their wages, however, in Wigtownshire and Kirkcudbrightshire ruled from 2*s.* 6*d.* to 3*s.*, and occasionally 3*s.* 6*d.* In Dumfriesshire the figures were rather nearer 3*s.*, the more usual engagements being by the week at 15*s.* to 18*s.*, but for a good all round man 4*s.* a day.

Quarrymen had 24*s.* a week, but it was said that to earn this they required a preliminary apprenticeship of three years.

* In 1867, Mr. Tremenheere, (A.C.) found that Kirkcudbrightshire was rather higher than Dumfriesshire. The position is now reversed, owing probably to the woollen mills in Dumfries.

Shepherds. Hay time and harvest.

37. Shepherds are not treated, to any extent, as a separate class. "Same wage as ploughmen," "A pound or two more," "Same as cotmen, with a cow." But in the higher districts this wage rose, and 48*l.* to 52*l.* in all would be given.

38. As with the rest of Scotland generally, there is not as a rule, any special payment for work done in hay time or harvest by the regular staff of the farm. The practice of giving either food during the corn harvest, or 1*l.* in money as an equivalent, still obtains; but it was alleged by the men that there was now rather a tendency to drop that arrangement. At Mr. Bigger's farm, near Dumfries, the rule was to give either food or 1*s.* a day, the option being with the employer. The granting of refreshment for overtime seemed to be very prevalent, and Mr. Bigger, if I understood him rightly, gave, in addition to this, an allowance of coffee at 4 o'clock. As to others, not regular farm servants, a mode of remuneration very generally adopted in all three counties (an arrangement rarely observed by me elsewhere) was to pay a lump sum for the harvest, and this varied from 3*l.* 15*s.* in the south of Wigtownshire to 4*l.* and 5*l.* with food and lodging, 4*l.* being a very usual figure, and one paid to Irishmen. In the two other counties as much as 5*l.* was paid for good men.

Female labour.

39. Female labour was paid for either in the usual way, by increase of daily wage, or by a round sum as above. By the day the usual rate was 2*s.* 6*d.*, and sometimes 3*s.*, but without food, those so paid being as near Dumfries, where 3*s.* was paid, usually ploughmen's wives, who "meat" themselves. The round sum payment varied from 3*l.* to 3*l.* 10*s.*, without food, or 2*l.* 10*s.* with food. In some places, where the supply of women was not considerable, 4*l.* was heard of.

IV. Cottage Accommodation.

Supply.

40. The evidence offered in respect of the supply of cottages preponderated on the side of there being a sufficiency, and with an expression, on the part of Factors of some properties, of a readiness to build more as required. It was stated to be insufficient near Castle Douglas, so that, although it appeared that the old and poor cottages in the northern half of Kirkcudbrightshire were being removed and new ones built, the process of renewal was probably not of the rapidity required. In one or two other places it was said that there was a scarcity, but coupled with the observation that there had been "a great increase." At a meeting of labourers the spokesman remarked that there might be enough cottages in one sense, but that more would be desirable to prevent the "insistence of bondagers," by which it was intended to represent that with more cottages the obligation of ploughmen and other cotmen to provide a female worker or milker would be much reduced or dispensed with. This will be referred to again when dealing with the general condition of labourers.

The sufficiency of supply of cottages is in some respects connected with the minor question of their situation, and to this sub-head it may be desirable at once to proceed.

Situation (usually convenient).

41. In so far as this head of the Notes of Inquiry refers to the position of cottages of farm servants in relation to their work, the evidence was very generally uniform that the houses were conveniently placed. It was also stated, however, that occasionally they were rather far off, and at times very far. The masters in such latter cases sometimes depart from the ordinary rules as to hours of work at the stables, by arranging that their men should breakfast before coming, and to that end giving them an hour's law. Still, such an arrangement can only be a partial benefit when the work of the whole day has to be considered. But, as stated, the cases where the difficulty arises are not numerous, and may in some cases be met by a transposition of servants.

Owing, it was said, to the extensive reduction of cottages during the last 30 years in the neighbourhood of Glenluce in Wigtownshire, some of the inhabitants of that village had to go very far to their work; this was alleged by the Free Church Minister (Mr. Wilson), but I did not hear the farmers there or the men complain of want of cottages. They were no doubt fewer from the consolidation of small into comparatively large farms, and if they were not from this cause *required*, there would be no complaint. Nevertheless the interviews held in that district with various persons were personal and not in open meeting, and it may be that each would dwell rather on the want of some requirement in his own cottage than on the absence of sufficient accommodation for his class as a whole.

Sometimes distant in special cases.

42. An instance, however, was given where the creation of new holdings, and not consolidation, explained

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the long journeys of some labourers. The establishment of a creamery on a large scale at Dunragit necessarily drew labour from beyond the immediate neighbourhood, and thus some came from Glenluce, a distance of about three miles. It is probable that when the business was established, or the buildings were extended, cottages on the spot, owing to past removals or otherwise, would be much needed, but, if labourers appeared daily in sufficient numbers, the owners of the creamery would not be too keen at first to build new ones, or to press the land owner to do so. Mr. Wilson must, I think, have had special cases in view, for, in answer to the question as to "situation" of cottages, his written answer is "often four or five miles," obviously a very impracticable distance for daily work. It should be noted that Mr. Wilson states that out of the 90 cottages pulled down during a period of about 65 years, 50 of them belonged to crofts or very small farms, and that 53 new cottages had been built. Also, that nearly the whole of the crofts had fallen into larger farms, and out of the five remaining three were in the hands of tradesmen. These last particulars bear rather upon the vexed question of small holdings, but they may tend to confirm the views of those who maintain that crofts or pendicles will do when held by men with other occupations, but not otherwise, unless they happen to be near flourishing towns.

Construction.

43. The construction of nearly all cottages in this district was with stone and lime, with slate roof, but some were of brick, and although, in a few cases, there was some appearance of clay in the walls, it was rare, and such houses were not always the worst. A clay-built wall, well pointed outside with lime, is not necessarily a poor or insufficient protection if the roof be sound, and its connection with the walls well closed and covered.

The newer houses were very generally well built, although it was said on one or two occasions that the shrinking of new wood had rendered it unnecessary to provide any other means of ventilation.

Condition, according to oral evidence.

44. In regard to the present condition of the cottages of this district, the statements made at the meetings shewed that there were great differences to be noted. Certain proprietors had a reputation for the high-class buildings usually erected by them, and in Wigtownshire the Earl of Stair had built many excellent dwellings, the names of three or four more being also supplied to me. In one part it was said that good cottages were the more numerous, and in another that the bad predominated. In some, the statement was "generally good," and at a meeting of labourers elsewhere they referred to the matter emphatically thus:—"some very good, some very bad," but "progress was being made"; and the farmers at Stranraer declared them to be "as a rule in a good state of repair," but "old ones with thatched roofs and mud walls as unfit for habitation." In other places the expressions were "fair," "various," "fair but small," and the spokesman at a labourers' meeting, a foreman, observed, with nice gradation, that in his district the cottages were "middling to fair; new, very good; accommodation generally better." On the whole, I gathered from the witnesses that though there were not wanting inferior dwellings, and some very much so, the general character of the cottages might be described in the grieve's language as "middling to fair, with progress."

Visits to cottages.

45. But I did not, of course, confine myself to the evidence of others, for in addition to these inquiries I made the usual round of personal visits; sometimes calling at the very cottages specially referred to by the men, or to which, in answer to questions from myself, they had directed my attention. The visits over this district extended to about 110 cottages, and in the result I have no reason to contest the outcome of the evidence given at the various meetings mentioned. I should be disposed to say, however, that as I rarely saw specimens of the extremely bad dwellings they must be but few. A certain number were, no doubt, very indifferent, and a common fault in one district, even in houses of modern, though not recent building, was the floor being made dead level with the road. The next great fault was damp arising from earth heaped against the wall on one side and probably (for no one could ever tell me) from the want of a subsoil drain along that side of the house. Many houses which might have been pronounced *good* or at least *fair*, were disqualified from such a description by reason of damp (often removable) being allowed to affect the walls or the floor. The great majority of the dwellings were soundly built and very few indeed were ruinous, and, but for the damp and occasional limited accommodation, they might have been pronounced good habitable dwellings. Damp, however, is a serious defect in an otherwise sound building, and it is to be regretted that more is not done to cure this evil when, without much outlay or trouble, it can be remedied.

Accommodation.

46. Accommodation in the cottages was usually that described under the phrase "room and kitchen," but a large single room, and a closet without fire-place, was common enough. This closet arrangement, though not quite satisfactory on a ground floor, operated less adversely when the tenants kept the door from the kitchen open all day and gave due ventilation from the window. But when damp prevailed, that defect could not be so remedied, and injury to the health of the occupiers would be something more than a probable result.

Size of rooms in feet.

The size of the rooms, of course, varied with different cottages. But the largest room, usually the kitchen with one or two beds, I found to vary from 13 by 12 to 15 by 14, the second room of equal length but of less breadth, and the bed closet wide enough for a bed, and in length rather more than a breadth and a half. A pantry or scullery was now more common, but outhouses, except for coals, were scarce. A necessary was wanting in one case, where, in all other respects, everything had been admirably done and provided. A pair of new and excellent cottages built by the Earl of Stair, had no outside convenience. The explanation was that the Factor had intentionally so acted, on the ground that previous attempts to have such places rightly used and maintained had failed.

Drainage and ventilation.

47. Drainage in the sense of sewerage arrangements was not very common, but it existed and was, I should say, extending. Occasionally there was the concomitant evil to which the surroundings of great houses are not strangers—stoppage of the pipes. Ash heaps near a house, the usual resource, may not be good under certain conditions, but they can be frequently removed; and it is only, I believe, in the decomposing or putrid condition that they are dangerous.

Ventilation was not in any case specially provided for, but the provision for opening windows from the top had become the rule rather than the exception. The outside doors are much open, and in no case did I encounter the bad air or close smell referred to as common by an Assistant Commissioner in 1867.

A medical officer's report.

48. The following communication made to me by the Medical Officer of the county of Dumfries, in forwarding to me copies of his own and the Sanitary Inspector's Reports to the County Council, may here be quoted:—Dr. Ross says: "In regard to the general house accommodation for farm labourers, I find that there is a general consensus of opinion that since the passing of the Local Government Act considerable improvements are being made. For my own part, I am bound to say they were sadly required, and many changes must be effected in many parts of our counties before the labourer is housed as he ought to be. The cottages are generally grouped together on some part of the farm. Many of them are without spouting and drainage, and very damp. There are usually one or more large ash heaps in their neighbourhood, which are quite uncovered, and very often contain matters giving off unpleasant odours. Sometimes these are quite near to the well, if this happens to be near to the cottages, but very often, and perhaps in one respect fortunately, the water-supply is at a considerable distance, sometimes as much as from 200 to 300 yards distant. When this is so it is generally good enough water, or only slightly affected by vegetable contamination. At any rate, the more dangerous animal matters do not obtain such ready access to it. There is frequently no privy accommodation whatever, but you will observe that over 700 houses in the county have been provided with this in 1892 (Sanitary Inspector's Report). Very many of those have been farm cottages. I believe that such provision ought to be made chiefly on account of the women of the household and for the sake of decency. It would be a great matter if the labourers properly appreciated the value of earth closets, but at present they do not, and we recommend pail closets placed on some impervious base, such as concrete."

In confirmation of the remarks and suggestions which I have ventured to make relating to the houses affected with dampness, I am glad to be able to quote the observations of the Sanitary Inspector of the same county.* Mr. Osselton says:—"Considerable improve-

* I refer particularly to the last clause of the paragraph quoted.

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"ment has been brought about in this class of property "by the providing of rain-water gutters to the eaves "of houses, subsoil drainage and structural repairs; "but much that is desirable remains to be done, as "many of the houses are old and have not been built "in accordance with modern ideas, neither have the "selected sites been good ones. I would specially "appeal to owners and factors of cottage property "throughout the county to do all in their power to "improve their condition from a sanitary point of view. "It may not, in many cases, require a large outlay to "effect very material improvement, but with the pro-"vision of water-spouts, subsoil drainage, pointing of "walls and roofs, and reducing of the surrounding "ground to below the level of the floors, many houses "may be kept in use for years, which will otherwise "be declared unfit for occupation."

While the above remarks relate to Dumfriesshire alone, they may be taken to apply generally to the other counties under report.

Details of plans of cottages.

49. Plans of cottages on two estates were delivered to me: One being a pair for the Earl of Stair's estate in Wigtownshire, showed a kitchen 15 ft. × 12 ft. 8 in., a "parlour" 15 ft., average width 9 ft., and a bed-closet opening out of the kitchen 10 ft. × 7½ ft.; general height from floor to ceiling 9½ ft.*

A pair on Sir Robert Jardine's estate, erected 1873, showed kitchen 11 ft. × 11 ft., two bed-rooms to each (the smaller one without a fireplace) of about 12 ft. × 7 ft. and 17 ft. × 9 ft. respectively, also a scullery. General height to ceiling, 8 ft. 6 in.

Also a superior looking single cottage, 1890, showing entrance porch, kitchen 15 ft. × 13 ft., bed-room 15 ft. × 12 ft., and a bed-closet 10½ ft. × 8 ft. with pantry and scullery. Step-ladder to loft. Height to ceiling 8 ft. 6 in. Coal-house and privy detached.†

Water-supply.

50. The provision made for the supply of water to the different cottages varied very much. The more frequent reply to questions was, that it was fairly near to hand and of good quality. But too often the supply was rather distant, and sometimes, though less often, the quality unsatisfactory. In the Moss of Cree, Wigtownshire, the dead level of the moss on one side and the sea on the other operated sadly against the provision of good drinking water, the supply being deficient for farm-houses and cottages alike. At one cottage the occupant took me to a ditch by the moss where the water, used for drinking, was of a yellow colour. I tasted it and did not find it unpalatable; but water from such a source could scarcely be of a hygienic character.

Local difficulties.

51. In Dumfriesshire local difficulties in the supply of water have led to the consideration of schemes by the County Council, and the following observations by Mr. Osselton may be quoted:—

"The subject of water-supply has been the cause of many complaints during the year, some of which have been effectually dealt with and a remedy provided; but in many others the defect cannot be so easily disposed of, for instance, where it is practically impossible to obtain at a reasonable cost a supply of water to isolated houses, or even villages.

"This feature is most marked in the Annan district, especially in that part lying on the side of the Solway. Here we find isolated houses and villages where a local supply of pure water is almost impossible owing to the situation and geological formation of the immediately surrounding district.

"In the greater part of the Annan district the supplies of water are very unsatisfactory, and there is great need of a comprehensive scheme being carried out, such a scheme as the Committee have had under consideration for the past 12 months, and by which three-fourths of the whole district can be supplied, thus ensuring an abundant and reliable supply of water at a minimum cost. The example of Eaglesfield and its water-supply, with a rate of 2*s.* 6*d.* in the pound, ought to be sufficient proof that the formation of small water-supply districts are ruinous to the ratepayers, and a source of annoyance to all parties concerned."

Bothies and sleeping places.

52. The bothy was spoken of very generally as an extinct institution, but sleeping places for unmarried men were provided either in the farm-house or on the surrounding premises. *They* were still to be found over lofts and other unsuitable places. The men described them in evidence as being some very good and others as very different, those that were of the latter class were, I believe, over lofts. This arrangement however, may be said to be disappearing, and certainly the description given of the cold and discomfort of such places in other counties loudly called for a change. In the district under revision they were not so much brought under my notice, and I think because they were, as alleged, less in vogue.

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V. Gardens, Allotments, &c.

Gardens usually provided.

53. It was practically the universal custom for the cottages to be provided with a garden. It was always either immediately in front of the dwelling or otherwise near at hand. The extent of ground was given by witnesses as of very various dimensions, a twelfth of an acre, half a rood, &c., but it was not often that they proved to be so large. Those I measured were very frequently 20 yards by 8 or 9; a plot of 32 yards by 12 was a large garden. Although I heard that they were not always entirely cultivated, the general practice was otherwise. The cultivation was chiefly that of the potato, and a few other vegetables. Flower gardens were rare, but they seemed to appear oftener than in other districts; and in some cases space for them had been left or arranged for by the proprietor.

Allotments.

54. In this, the last of my districts, as in others, the same negative answer was returned as to the adoption of the Allotments Act. At one place, indeed, it was stated that certain persons had made an application in the proper quarter, but for reasons satisfactory to the authorities the application was not granted.

The labourers' views appeared at times to be rather in favour of a grant of cow's grass from their employers. At two places, they thought the allotment was of no use unless it extended to three acres, out of which they conceived winter food might be produced for a cow. Asked if, with their ordinary labour, they could see their way to cultivating the extent required, they said they could.

I have had occasion to state in one of the later reports that, on approaching the south, the negative answer as to the acceptance of allotments was rather less absolute, and in these, the most southern counties, the unfavourable reply was still more qualified. In the earlier case, a shortening of hours of engaged labour was considered a means of obtaining the desired privilege; in this case while some said there was no demand and some that they had enough to do to cultivate their gardens, yet others would accept the arrangement if labour for the Farmers were reduced as above; also they asked if the extent could be enlarged so that the land should maintain a cow.

In the latter case, three acres was apparently intended, and the above reply as to means of cultivation was repeated, but with some idea of assistance in the way of horse power. For though only a portion of the three acres would be cultivated, spade work could not master it; and the evidence in one place, where large gardens amounted almost to allotments, was that even *they* were not half cultivated.

A farm joiner near Dumfries, but actually living in Kirkcudbrightshire, and with a cow of his own, thought that allotments ought to be large enough to keep two cows, in which case there would be a profit, as there would be no more trouble to keep two than one. Here, he said, allotments of five acres would do for two cows, giving them bog hay; and the milk could be sold in Dumfries. This man thought it a grievance that those proprietors who let their grass parks (fields) for feeding in the summer months, never would let them for the winter, or such period beyond the summer and autumn as the renters might desire.

The written memorandum of a "dairyman" farm servant, so far as it bears on this question, is set forth in the Schedule with such clearness as I can command, in view of the fact that the writer has forwarded two full sheets without capitals or stops of any kind from beginning to end (Appendix D).

Live stock, cow runs, &c.

55. It was not usual for the farmers to grant cow's grass, and, as already stated, milk and butter at farm prices are usually supplied by farmers to their men. But this certainly is not always so, as it was occasionally a complaint that it could not be obtained at all. A very usual arrangement as to butter is that it should be furnished at 1*s.* a lb. all the year round. A tenant farmer at Glenluce stated that milk was provided at 1*d.* a day, or 6*d.* a gallon, winter and summer, though in winter it could be sold in towns for 9*d.* or 10*d.* A reference to the price of milk will be found in the memorandum alluded to above. Pigs and hens were allowed by some employers to be kept by their

* The parlour would, no doubt, have one or more beds. The usual cost of such a pair of cottages, excluding cartage, would be 220*l.*

† These cottages built of stone, with slate roof boarded inside, cement floor in kitchen, would cost, the single cottage 180*l.*, the pair 320*l.*, without carting.

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servants, but by others it was objected to. Some allowed hens but no pigs. Beehives were a distinct feature in Wigtownshire and to some extent in the two other counties, and were frequently to be found in the cottage gardens.

VI. Benefit Societies.

56. The tendency of agricultural labourers to become members of friendly societies or of others of a cognate character, was in this district more distinctly pronounced, but still I did not gather that the membership as a whole was at all extensive. Some had joined the benefit society grafted upon the Ploughmen's Federal Union at Stranraer. That society was not registered. Several other societies were mentioned as being somewhat in favour, such as the Manchester Unity of Oddfellows. In 1891, a scheme, initiated by the Earl of Stair and others, proposed that where any farm servant, who was then, or who should choose to become, a member of an approved friendly society should be entitled to have two-thirds of his annual contributions returned to him, one-third by the proprietor of the land and the other third by the occupier. But from some reason, not fully disclosed to me, the scheme was not taken up very heartily by the men, and it had not at the time of my visit advanced further than the proposal.

In Kirkcudbrightshire the farm labourers who lived near towns became members of the Society of Oddfellows which was the one most patronised, as it was in Dumfriesshire. The Rechabites had also in both counties a few members.

Some local benefit societies were said to have failed, from their financial arrangements not having been well founded, and now many of the agricultural class were joining the Prudential Assurance Society.

VII. Trade Unions.

57. While in other districts the evidence relating to trade unions has been either that the Ploughmen's Federal Union had formed a branch or that it had not, the statements in the counties under review very frequently were that the union had been established at different places, but that it had failed. At Whithorn in Wigtownshire, a local union was in being some years ago and more recently it became incorporated with the Ploughmen's Federal Union. Owing, it was said, to the latter having political as well as social objects in view, a split subsequently occurred and the union broke up.* At Stranraer, on the other hand, the branch was said to be in life; a local merchant in the Rhinns was the active secretary. As to the effect of the establishment of the union, it was alleged by the delegates that the ploughmen's wages had been raised 2*l.* a year and those of the female milkers by 1*s.* a week. Strikes or lock-outs did not appear to have prevailed at any time.

VIII. General Relations between Employers and Employed.

Understanding usually satisfactory.

58. Judged by the evidence from both masters and men over the whole district, the understanding between them would seem to be of a friendly character. In one part of Wigtownshire the men said, "In general we are in unity with one another," and the masters described the position at several places in the whole district as either "good," "friendly," or "very good"; and reference was made to the long years of service on some of the farms. Other expressions used by the employed were "very fair," "good," but at Annan in Dumfriesshire only "pretty good." At Castle Douglas in Kirkcudbright, where the term used by the masters was "fairly good," it was accompanied with a complaint that the young men were apt to cause trouble by changing two or three times during a hiring.

IX. General Condition of the Agricultural Labourer.

General condition as viewed by employers.

59. The opinions given at the farmers' meetings and at interviews throughout the whole district, were uniform in declaring that the position of the agricultural labourer was now good, whether as compared with former times or with the present condition of other labourers or working men generally. They said that beyond all question his general position had improved, in view of the fact that his wages had kept level and in some cases had risen, while the necessaries of life had fallen, and such improvement some considered to have been made within the last ten years, previous to which there had already been admittedly an improvement all round. One thought that a labourer at a good farm, with a good cottage, was clearly better off than the ordinary artizan, whether in point of work, or of health, or in any other respect.

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A Factor of several properties was of the opinion that the condition of the agricultural labourer was "steadily on the mend," and that, with a considerate master, he was, as a rule, an honest and conscientious man, though where the master was otherwise, as sometimes happens, the position was, of course, unsatisfactory. This gentleman regrets that more is not done by the residents to make rural life more attractive, especially by the encouragement of amusements and recreation, and he refers to the financial success attending the erection of local public halls.

At Dumfries, the evidence was that, although the position of the farm servant is good, and he is provided with better wages, he is not always so "well off"; he is, as a rule, more improvident than formerly. Saving could be effected, and, though a married ploughman "out of 42*l.* might not save much," it was thought that single men should certainly save more than they did. One thought, while agreeing as to the improved position, that, from the State or otherwise, assistance should be given to enable farm servants to make a provision for old age. He put it strongly that such a scheme was urgent, and that the various Societies in existence did not sufficiently provide for that time of need.

General condition as viewed by the men.

60. The views of the men themselves, as expressed at their meetings were not so uniform as those held by the masters. With some the expression was that the condition was "fair"; some "much better than 20 years ago"; and on one occasion "we have no remark to make." With others, the tendency was to draw an unfavourable comparison with the condition of other working men; whilst some said simply that it was "not what it ought to be."

The following are the observations in writing of a ploughman, near Whithorn: "To my opinion, the life of "the agricultural labourer is altogether colourless and "sordid; in fact, his life throughout is sleep, eat, and "work; no time for enjoyment as other labourers "have; no half-holiday on Saturday, although it is "earnestly asked for; no holidays as a right, only as a "favour; we get from three to four in a year. I also "believe that had the agricultural labourer a fair and "rational living, there would not be a more contented "class of men in existence."

At times, the men followed up their replies by references to certain matters, either as grievances, or as questions which, in their behalf, might fairly be considered.

Amongst these were the hours of labour, holidays, cottage accommodation, and the obligation to provide milkers.

(a) Hours of labour.

As to the hours occupied directly or indirectly in farm work, there were complaints that the engaged daily time was too long, and that an hour should be taken off either in the morning or in the evening. But this was not an invariable occurrence, and some said they would be content with the hours if they had a little more money, while others did not make any reference to the subject at all. Still the question was one somewhat frequently brought before me.

(b) Holidays.

The objection to the present hours was sometimes raised in connection with holidays, for when some men aimed at more holidays, others would say that an hour a day off would be better than more holidays, adding that they never failed to get a holiday from the masters when asked for at reasonable times.

This remark as to the masters' willingness to grant the indulgence mentioned was almost invariably repeated at all meetings, either by the spokesman or someone else. It was owing to this being generally admitted that the idea of fixed days under compulsory legislation was, by the large majority of men, objected to. The actual holidays now granted by custom are few, and it would seem that the custom even as to these has not quite the force of law. I am inclined to think that such being the case, there would ere this have been legislative action at the men's instance, or combined pressure upon the masters to give more regular days, but for the fact that the masters did in truth habitually grant the days of leisure as alleged.

* It was to the ex-secretary of this branch alluded to in paragraph 2, to whom I applied by letter for information as to how best to obtain access to the ploughmen; and although the letter was delivered to him, he did not reply, nor did he attend the meeting held at Whithorn.

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A few of the labourers thought that there should be a certain number of days fixed by authority, but that the dates should be left open. The Saturday half-holiday movement was alluded to and by one or two farmers the holiday was actually granted. For this as a general boon, some men contended very strongly. But, here again, when the point was raised, it often happened that others would say they would (if legislation intervened at all) prefer more whole days. And they indicated that they feared if legislation introduced the half-holiday that the masters would at once cease to give them leave on days on which it might be very advantageous to them to have the privilege.

The question of wages as bearing on these matters had not often, if at all, been considered; and the answers to my questions thereon were rather slow. One witness, however, was inclined to think that those keen for the extra holidays would be willing to forego wages, but for himself, he would not accept them on that condition.

(c) Cottage accommodation.

The question of cottage accommodation has been already dealt with, and it need only be added that the complaints on this head related chiefly to the old buildings, from their limited space and dampness of walls. Occasionally also, they dwelt upon the want of good water at hand and of necessary conveniences without doors.

(d) Ploughmen's wives as milkers.

Early in the inquiries in this district reference was made by the men to a matter already noticed, paragraph 19, where it is stated that the wives of ploughmen will sometimes be the milkers whom they are bound to supply under their engagement. The pay for this is about 3*s.* a week. It was complained that the wives having to go out between 5 and 6 in the morning for an hour or more thus left their husbands to get their own breakfasts; also that the husband on going to work before the return of the wife thus left the children unprotected, and that, consequently, from time to time accidents occurred to the children, and of a very serious nature. This grievance was presented to me several times.

At one place, in answer to my observation that service under such a condition should not be accepted, the reply was, "We do accept such engagements, and we require legislation to protect us from ourselves." Believing that the facts disclosed a real evil, I frequently inquired of masters and men how they thought the difficulty should be surmounted, for the cows had to be milked, and the farmers could not keep a staff of hands at daily wage for work extending to three hours a day only. It was sometimes allowed even by the men that there was a difficulty; but they thought that, with more cottages, widows with daughters might be obtained. But I heard that cottages could not be so filled always, town life being preferred. Some farmers admitted the evil, and others said that the *wife* need not always be the person; and that so far from being a grievance there was often some jealousy among the wives when, on a vacancy, a new milker was appointed. Most of the farmers said they could not well suggest a way out of the difficulty. One, however, informed me that his plan was to contract with a bower with whom lay all responsibility, and this meant that practically he employed his own family. There was in this gentleman's opinion no difficulty in getting a bower.*

(e) Cows keep.

The above being the points more closely appertaining to grievances, other questions were touched upon by the men, with the view of suggesting what might be done to ameliorate their condition in certain respects. One was, that though milk was very generally supplied, it was occasionally withheld, and that thus the keep of a cow, or land to themselves enough to maintain a cow, would be desirable.

The three counties under report being largely engaged in dairy farming, it might be supposed that milk was plentiful enough to satisfy the need of those more or less engaged in producing it. But although, as stated, the custom was to supply it, a complaint was occasionally made that it was not to be obtained. Farmers did not however, as a rule, encourage the idea of a separate cow, and one can understand that with those who at a reasonable figure supplied all that was desired, the providing for, and occasional inconveniences of, the separate arrangement would be objected to. It is, however, a matter of regret that a married man on a large dairy farm should be denied, as in some cases he is, a reasonable supply of such an essential part of the food necessary for his family.

* *Ante*, par. 21.

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I did not hear much in this district upon the question of small holdings, but the above remarks point to the desire for land in some cases, and under the head of "allotments" the subject has been already referred to, and attention called to a working dairyman's memorandum (Appendix D.)

(f) Small holdings.

(g) Payment in kind.

Comparatively, very little was said on the subject of part payment in kind, and, as stated earlier, an almost entire money payment is very general. The men sometimes observed that it was a matter that "could be left to them to deal with," or that they had "no objection to that form of payment."

In some parts, however, the preference for money was more strongly marked, though not always with a complete view of the subject; as, for instance, in the matter of a cow's keep on the farmer's fields, asked for by some anxious "for all money wage." This would be clearly, if granted, part payment in kind.

General condition as viewed by others.

61. These being the views upon the general condition of the agricultural labourer in this district as expressed by the parties most interested, it only remains to state, that from a variety of other sources, the evidence pointed generally to an improvement in that condition. This, however, was here as elsewhere, qualified with the observation that with the married men there was less Thrift in house management and that the wholesome food of former times was abandoned for grocers' supplies, with more expenditure and less nourishment. While with the single men who have abundant means of saving, the opportunities for doing so were very much neglected.

With regard to the growing disuse in families of oatmeal, it is to be remembered that in some cases it arises only from the difficulty of obtaining a regular supply of milk.

The Rev. J. Fleming, U.P. minister at Whithorn in Wigtownshire, who had been in office there for 50 years, informed me (after stating that from the decreasing supply of labour farmers were looking with apprehension to the future) that female domestic servants who used to come largely from the agricultural class were now scarcely to be found. The wage in his early days 2*l.* for the half-year was now 7*l.* Field workers, then 8*d.* now 1*s.* 3*d.* a day with less hours and more holidays. Desertion of service was then scarcely known. In house affairs much that was done or made by the wife in former days was now bought at the door. It was formerly a matter of pride not to get into debt, now it is common enough. Also it was a disgrace to be an applicant for parochial relief; now, owing as he conceived to the mischievous effects of the Poor Law, remarkable ingenuity was shown in placing the parents on the parochial board.

This description must, however, be taken as applying to the county or that district only, and Mr. Fleming admitted that the people were not a fair sample of the Scotch nation, a very large proportion being descendants of rather inferior Irish who had intermarried with inferior natives.

It is right also to add that in all three counties, instances of thought and good management on the part of married ploughmen, and of careful savings by single men, were not wanting. Remarkable cases of self-sacrifice to push the education of children were mentioned. Some sons combined education and labour, as in one case where the young agriculturist betook himself to the University in the winter session, and earned the necessary means by acting as steward of a steamboat in summer.

The Rev. Elder, Free Church minister, in Kirkcudbrightshire, was disposed to think that there was a want of independence among the men, "down trodden," as he expressed it, in comparison with the people of his own county, Forfarshire. But he thought that the people in themselves, and judging from their houses, looked well off in a material point of view (I so thought on holding an interview, and visiting some cottages in the parish). That they lived much better than they used to do. He could not say how the unmarried men were fed in the masters' houses, but thought fairly well, as a real grievance was quickly heard of.

The Rev. J. B. Henderson, E.C. minister, thinks that hiring markets should be abolished, and also that more regular holidays should be supplied. He observes that in Kirkcudbrightshire the physical condition of the men is good and that they stand high morally as compared with the majority of workers in other industries.

Morality of farm servants.

62. In regard to general morality, the standard held by the agricultural labourer as a class must, I think, be put high. I did not indeed ask direct questions upon it, but

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if, for want of honesty or otherwise the employers had had reason to complain, attention would I think have been drawn to it. The only matter bearing in that direction was desertion of service, as to which, though there was good reason to complain in some cases, much less was said than in the last two districts visited. As to insobriety, very little was alleged, and except to some extent at a hiring fair for single men, I saw nothing of it myself.

It having been brought to my attention however that the county of Wigtown stood with Banff pre-eminent in the counties of Scotland in respect of the large number of illegitimate births, and Banff having been dealt with by my late colleague, Mr. Gillespie, it becomes incumbent upon me to notice the subject also if attributable, in any extent, to the conditions of agricultural life. I could not, however, ascertain that there was anything special, whether in house accommodation or field work, or otherwise, that marked out this county differently from the remaining counties of Scotland, nor could I hear positively what were the conditions that induced the abnormal position. Mr. Gillespie refers to the views of others, but as not in agreement.* A somewhat peculiar view is noticed in the agricultural commission of 1867 by which the special character of the climate is charged with some responsibility in the matter.

The climate of Wigtownshire in the south-west can scarcely be identical with that of the north-east of Scotland, though it is said that in the lowlands of Banffshire the air is dry and mild. A well-known writer on agricultural subjects in Dumfriesshire remarked to me that it was a curious fact that the tendency in question followed the line of turnip cultivation. I can only add that on enquiry whether there was now any decrease from the former state of things, I was informed that there was rather an increase.

* The Agricultural Labourer, Report by Mr. G. A. Gillespie (A.C.) on Moray, Banff, and Nairn, par. 36.

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63. Reverting to the general condition, the information from Inspectors of Poor, was very generally to the effect that the position of the farm servant, much improved some years ago, was still maintained. In answer to my question, they stated that his appearance on the Poor Roll was seldom to be observed. Tables founded on extracts from the Roll are appended (Appendix E.)

Conclusion.

64. Drawing a fair inference from the whole evidence presented to me, I cannot say otherwise than that the agricultural labourer, in the counties under review, occupies at the present time a fairly good position and generally superior to that held by him when his condition and circumstances were last investigated. He has not satisfied me that other working men are on the whole in more assured comfort than himself. The agricultural labourer in Scotland means almost exclusively the farm servant, and farm servants have regularity of occupation and certainty of reasonable wages, advantages which should not be overlooked. At the same time they have called attention in this inquiry to certain matters affecting their general comfort, and I am of opinion that with a slight modification of one or two of the obligations imposed upon them, and noted by me under this head of the Report, and with further improvement in their cottage accommodation, much will have been done towards insuring their general well-being and contentment.

I have to express my thanks to the various persons, who have been good enough to assist me, in this the last of my inquiries. The officials of the three counties, all those connected directly or indirectly with agriculture, and such persons of the general population whom I found it expedient to consult, were not less diligent or attentive than those officials and persons with whom it had been my good fortune to come in contact previously in other parts of Scotland.

I have, &c.,
(Signed) H. RUTHERFURD,
Assistant Commissioner.

APPENDIX A.

ABSTRACT from AGRICULTURAL RETURNS, 1892.

County.	Land and Water Area.	Arable.	Permanent Pasture.	Rented and Occupied.	Owned and Occupied.	Total Acreage of Cultivated Land.
	Acres.	Acres.*	Acres.	Acres.	Acres.	Acres.
Kirkcudbright - -	582,982	112,368	78,333	166,310	24,391	190,701
Dumfries - - -	688,057	153,907	106,168	226,639	33,436	260,075
Wigtown - -	313,576	125,053	28,045	146,712	6,386	153,098

* Including acreage of small fruit and bare fallow or uncropped arable land.

APPENDIX B.

RURAL POPULATION.

(Abstract from Census Returns.)

County.	1891.			1881.		
	Males.	Females.	Total.	Males.	Females.	Total.
Dumfries - - -	18,987	20,437	39,424	19,956	21,638	41,594
Kirkcudbright - -	10,885	11,740	22,625	11,576	12,888	24,464
Wigtown - -	9,725	10,382	20,107	10,264	11,033	21,297

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APPENDIX C.

MEMORANDUM of STAFF and WAGES, CULT'S FARM, WIGTOWNSHIRE.
Extent of Farm, 505 Acres.

	£ s. d.	£ s. d.
Overseer, who feeds horses, superintends day labourers, and does odd work (and who supplies one milker), receives,—		
In cash	—	27 0 0
6 bolls of meal	9 0 0	
6 tons of coal, including cartage	4 13 0	
Potatoes, 1,000 yards of a drill, say 3 bolls	3 12 0	
House, say	3 0 0	
		20 5 0
Total about	—	47 5 0
First ploughman* (who supplies one milker), with same "benefit" as overseer, less 18 cwt. coals, receives with bonus	23 10 0	
Yearly benefit, total about	19 11 0	
		43 1 0
Next ploughman* (supplies one and a half milkers) receives 14*s.* per week, paid weekly	—	36 8 0
5 tons 2 cwt of coals	3 17 6	
8 cwt. potatoes	1 4 0	
House and large garden, say	4 0 0	
		9 1 6
Yearly total about	—	45 9 6
N.B.—Although only second ploughman he receives 2*l.* 8*s.* 6*d.* more than first ploughman, in respect that he supplies half a milker extra (*i.e.*, one who is only capable of milking 5 instead of 10 cows).		
These three men are allowed to keep poultry, except turkeys, but no pigs.		
Other two ploughmen are unmarried sons of, and live with, overseer, and are little more than halflins and supply no milkers. They have no benefit.		
Present wages per week	0 11 0	
Harvest time „ „	1 0 0	
Yearly total about	—	30 10 0

	£ s. d.	£ s. d.
Odd man, who is father of, and resides with, first ploughman, receives per week, in summer	0 14 0	
In winter, when feeding sheep	0 15 0	
Bonus for harvest, with 1 ton of coals	1 0 0	
Yearly total about	—	39 10 0
Three boys, in constant employment,—		
Receive per week	0 7 0	
Harvest „ „	0 15 0	
Yearly total about	—	†20 0 0
Other day labourers,‡ when employed, receive per day	0 1 0	
Harvest, lasting 4 or 5 weeks, per week	0 15 0	
Turnip topping, per 100 yards	0 0 1	
Milkers receive, during about 40 weeks, per week	0 3 0	
Dairyman attends to feeding of cows and management, takes milk to creamery in winter, makes cheese in summer, and rears calves and pigs,—		
He receives 80 cows at 23*s.* per cow	92 0 0	
Say 15 calves, at 5*s.* a head	3 15 0	
Say 12 year-olds, and wintered outside at 5*s.* a head	3 0 0	
Say 40 pigs, reared at 6*d.*	1 0 0	
Fattening cast cows, say	2 0 0	
Weighing milk	1 0 0	
House and garden, say	5 0 0	
Coals and potatoes, say	10 0 0	
1 pig of 10 stone weight	3 10 0	
In lieu of 2 lbs. butter per week	5 4 0	
Milk, whatever required, say	3 15 0	
Yearly total about	—	130 4 0
NOTE.—Dairyman does not require (at present) to keep servants, as he has a large family, who at times act as day labourers at turnips and harvest work. Servants should cost him roughly 50*l.* a year. He supplies 2 milkers, 1 stripper,§ and 1 milk carrier.		

* These two men are paid money wages half-yearly, but receive cash advances when desired.
† Qu., 18*l.* 19*s.*—H. R.
‡ Women and boys.—H. R.
§ One who follows the milkers and finishes off cows insufficiently milked.

APPENDIX D.

Memorandum by HUGH JOHNSTON, a Farm Employé (Dairyman), on Land for the keep of a cow.

This is what I think every man should have, as much land as would keep a cow; for he could have her for what he would pay for his milk and butter, for as I said at Stranraer the average land can be got for 1*l.* 5*s.* the acre.

Now 3 acres would keep a cow well; to work it on the six course you would have the half in grass, half acre in lea corn, another half acre in corn after turnips, and the third half-acre in turnips and 3 bushels of potatoes planted. Well, 3 acres at 1*l.* 5*s* would be 3*l.* 15*s.* Interest for building and erecting fences, say 1*l.*, manure 2*l.*, for horse work 1*l.* 10*s.*, for grass, clover and turnip seeds 15*s.*, total outlay 9*l.* Then for *income*, 1 acre of corn should yield 42 bushels, take 6 bushels off for seed would leave 36 for sale at 2*s.* 3*d.* would amount 4*l.* 1*s.* Then if 3 bushels potatoes planted by the farmer is worth 2*l.*, if the ploughman planted them himself, they would be worth the same; so that would reduce outlay to 2*l.* 19*s*, add to that 1*l.* for bean-meal, and he has the whole produce of the cow for the same as he would have, say 6½ gills of milk per day and one pound of butter per week. Of course I am not counting anything on his own work, which I think would amount to about one pound. I have put 5*s.* more for interest than what I did at Stranraer, for that was the only objection I have heard to the scheme.

I may say that I think the ploughman should have 15*s.* per week, house and firing and 3 bushels potatoes planted, and land to keep a cow at a fair rent; if they had that, I think they would be as well off as carters in towns. I also think that the pieces of land would keep them longer in their places.

They would take an interest in it, and young men would see a better chance of making a comfortable

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home in the country, and they would not drift to the towns so much, and I believe the farmers is quite able to give that wage for they have been treated very generously by their landlords. If they would treat their servants in the same way there would be no need for any agitation in the country.

Note.—The writer also states he has had 34 years' experience with farmers, and that he has charge of a large amount of stock. He adds the men on the farm get as much new milk as they require at the rate of 5*d.* a gallon. "I do not say it is dear, but it would take at "least 3*l.* a year for milk alone and have only 12½ gills "per day." Butter, as stated elsewhere, is often allowed the rate of 1*s* a lb. all the year round

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APPENDIX E. (1.)

PARISH OF KIRKCUDBRIGHT.

Acreage, 13,688. Valuation (Landward), 11,309*l.* 6*s.* 0*d.*

Population in 1891.

Town	2,530
Rural	947
Total	3,477

TABLE showing the number and occupation of the Paupers on the Poor Roll as 14th May 1884, 1889, and 1892.

1. Year.	2. Tradesmen.	3. Domestic Servants.	4. Day Labourers.	5. Cotmen and Agricultural Labourers.	6. Mariners.	7. Miscellaneous.	8. Total.	Per-centage of Column 5 to Total Cases.*
1884	3	23	32	2	4	18	82	2·43
1889	5	15	31	2	4	2	59	3·39
1892	6	20	29	—	4	7	66	—

REMARKS.—There have been no applications for relief from cotmen or agricultural labourers from 15th May 1889 to the present time, which (in proportion to population) compares favourably with the position of the domestic servant, day labourer, &c.

There is, doubtless, less hesitation manifested in applying for parochial relief than in former times.

FRED. FINLAYSON,
Inspector of Poor.

8th April 1893.

* Per-centage in 1889 to total population as at 1891, ·05.—H. R.

APPENDIX E. (2.)

PARISH OF WIGTOWN.

Acreage, . Valuation, 11,480*l.* Rural Population, 482.

Population in 1891, 1,911 (Town Population was 1,429).

TABLE showing the number of cases on the Poor Roll of the Parish as at 14th May 1882, 1886, and 1892, and the industries in which the paupers were previously employed, and with which they were connected.

Year.	1. Tradesmen.	2. Domestic Service.	3. Labourers employed on other than Farm Work.	4. Day Labourers chiefly on Farm Work.	5. Cotmen or Hired Farm Servants.	6. Crofters.	7. Miscellaneous.	8. Total.	9. Per-centage of Pauperism of Column 5 to the whole Paupers.*
1882	8	7	10	13	6	2	8	54	11·1
1886	4	5	9	11	3	2	12	46	6·5
1892	1	3	7	10	2	3	10	36	5·5

Agriculture is the chief industry of the parish There is a small distillery employing a few hands, but no mining or manufactures.

WM. MACKIE,
Inspector of Poor at Wigtown,

* Per-centage in 1892 to total population (1891), ·104.—H. R.

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ROYAL COMMISSION ON LABOUR.

THE AGRICULTURAL LABOURER.

SCOTLAND.

REPORT

BY

MR. G. R. GILLESPIE
(ASSISTANT COMMISSIONER),

UPON THE

ARABLE DISTRICTS OF MORAY, BANFF, AND NAIRN.

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APPENDIX A.

Evidence of Witnesses.

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THE AGRICULTURAL LABOURER.

To GEOFFREY DRAGE, Esq., Secretary,
Royal Commission on Labour.

5, Darnaway Street, Edinburgh,
August 18, 1892.

SIR,

THE AGRICULTURAL LABOURER.

1. IN obedience to the instructions which you were good enough to communicate to me, I have now the honour to report the result of my investigations into the condition and circumstances of the agricultural labourers in the arable districts of Moray, Banff, and Nairn. I have for many years had a general acquaintance with this district, and have frequently visited it. On receiving my instructions, I put myself in communication with such persons as I thought best qualified either themselves to give me the information I desired, or to suggest to me the names of those who could. I desire to say that I received ready assistance from almost everyone to whom I applied, and in many cases those whom I visited took a great deal of trouble to forward my inquiry. I send with this report notes of evidence taken by me. These notes give shortly the substance of what was laid before me by the factors for His Grace the Duke of Richmond and Gordon on his Fochabers and his Glenlivet estates, and by his Grace's chamberlain, and by the factors for the Earl of Moray, the Earl of Cawdor, Lady Seafield, and Sir William Gordon Cumming, of Altyre, Bart. Two of these factors are themselves practical farmers as well as factors. There is also noted the evidence of 17 farmers in the district, large and small. One of them farms upwards of 1,700 acres arable, while on the other hand, one is a crofter with a croft of 12 acres arable; three of them were at one time farm servants, and three of them are owners of land as well as farmers, one is an inspector of poor, and one is editor of a newspaper, another at one time was editor of another newspaper. I have also noted the evidence of four ordained ministers, one of whom is also chairman of the parochial board, and of a gentleman who, formerly himself a farm servant, now acts as an Evangelist among that class in connexion with the Free Church of Scotland. The notes also contain the evidence of 30 farm servants, of whom 10 are grieves, 6 are cattlemen, 12 are ploughmen, one is a shepherd, and one an "orra" labourer. Of miscellaneous witnesses, I have noted the evidence of a grain merchant, who for many years was a farm servant, and of a medical man who has a large practice in the district, and is at the same time a proprietor in Banffshire, and farms his own land. In addition to the evidence so noted, I visited several farm steadings and cottages to see the nature of the accommodation provided. All the oral evidence I took was taken in a conversational and informal way, as I judged that that was the best way of getting men to speak freely. I held no public meetings, as I did not think that any information worth having could have been obtained at them. I always, however, took notes at the time of the conversations which I held with the witnesses.

Sources of information.

Nature of the country.

2. There is a considerable diversity of climate, of cultivation, of extent of farms, and generally of agricultural conditions within the district. In what is known as the Laigh of Moray, the belt of land lying along the sea coast from the Spey westwards, the land is as productive, as carefully cultivated, and as early in its yield as any in Scotland, while the climate is mild and dry. The farms here, as a rule, are large farms. It was in this district that I found 1,700 acres arable in the hands of one farmer (Evidence 13). Wheat is largely grown, also barley and green crops, and cattle are bred and fattened to a large extent; in most cases the cattle are at grass in the summer, but in some cases they are house fed the whole year. In the rest of the district farms are smaller, the climate is wetter and colder as the land rises, barley and oats take the place of wheat, and cattle are largely bred, to be subsequently fed elsewhere. A large part of the higher land is under wood, and even on the low ground there is a good deal of wood. I am told that farmers know well the fact that in this district, and in the adjoining districts of Aberdeen, cattle will fatten much faster on the same food and the same quantity of it as in other districts in Scotland. This fact, if it be a fact, has been cited by some inquirers as a proof of stimulating properties in the air of the district which may do something to account for the extraordinary prevalence of illegitimacy in these counties.

B.-VI. MORAY, BANFF, AND NAIRN.

3. It must always be kept in view that in Scotland a person regularly employed on a farm is never spoken of as a "farm labourer." He is a "farm servant," and in the south "a hind." A "labourer" is a man hired by the day or week to do "orra" jobs. Ploughmen in this district are generally called "horsemen," and farm overseers or grieves are said to "have a charge." "Crofter," I do not use in its technical sense, of a person to whom the Crofter's Acts apply. These Acts do not extend to this district. I mean by the term small-holder, either on lease, or from year to year, of ground to the extent of from 3 to 25 or 30 acres.

Explanation of terms.

SUPPLY OF LABOUR.

4. Labour, using that word in its most comprehensive sense, is certainly scarce. I do not think it can be said that the land is "labour-starved," but farmers have to supply themselves with engaged servants to do almost all the regular work of the farm. Women are hardly known as labourers now at all, unless at harvest, and children are never employed. In some districts, *e.g.*, in the neighbourhood of towns like Elgin, Portsoy, Banff, &c., some labourers are to be got out of towns, but this is exceptional.

5. In many localities there are little settlements of crofters, who have settled upon lands reclaimed by the labour of themselves or their predecessors, which they hold in patches of from five to 25 acres. This is chiefly the case in high districts, but there are cases, *e.g.*, on the Orton estate near Elgin (Evidence 7), where a community of crofters, whose fathers or grandfathers reclaimed a moss, is settled in the heart of a highly farmed country, and surrounded by large farms. These crofters, their sons and daughters, and sometimes their wives, supply the neighbouring farmers with labour to some extent.

Crofts as a source of labourers.

6. There is no longer an immigration of labourers, even at harvest time, to any great extent. Some of the Spey fishermen do take service in the country then. Some of the inhabitants of the country towns do so also, and some labourers, *i.e.*, crofters and small farmers from the upper part of Banffshire, come down to assist in the harvest in Moray, returning for their own, which is generally four weeks or so later. But the general use of machinery has superseded the necessity for much of the labour that formerly used to be required.

Immigration of labourers.

7. The causes of the scarcity of labour are in part temporary and local; in part they have existed for many years, and are, I fear, pretty general. The temporary and local causes are, that there are at present three short lines of railway in construction in the district, or near it, viz., from Burghead to Lossiemouth, from the Boat of Garten to Inverness, and in the Black Isle. The wages offered to labourers on these railways are from 1*l.* to 1*l* 2*s.* per week, and these attract many good men who would otherwise engage as servants (Evidence 2, 14). The more permanent causes which operate to make ploughmen scarcer are the opportunities for service in the police, and as railway porters, and the prospects opened up by emigration. This last cause does not, however, operate now so strongly as it did. The scarcity of "orra" labourers is attributed to the want of cottages on the land, so that ploughmen grown too old for their work must go into towns, and their children be brought up to town ways and town occupations, and partly to the destruction of crofts, which has had the same effect. The spread of education is said, as one of its first effects, especially among girls, to have bred an ambition to have less laborious and coarse work than country work necessarily is. It is said that for every

Causes of scarcity.

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B.-VI. MORAY, ANFF, AND NAIRN.

situation for a clerk which is vacant you will have several applicants, who, even if they get it, will have but a starvation maintenance as compared with what they might have enjoyed as ploughmen. That this is true to some extent, and that men and women do not take account of all the conditions of the country labour which they are so anxious to give up, and of the town work, which they think so much easier, and more "genteel," I am convinced.

Results of scarcity.

8. One result of the scarcity of labour is, of course, that wages are high; another, and not so satisfactory a result is, that engagements made at hiring fairs are not kept. A man will engage for six months, go home to his new place, and for some caprice leave it the next day. Another will engage with several farmers and take "arles" from them, going on engaging himself during the market again and again as he gets better chances, returning the "arles" sometimes, and sometimes not, and in the end not going home to any of his places. So common has this practice become that the fair day in the week after the hiring fair is familiar known to men and masters as the "rascal fair," since all the servants who have broken their engagements the previous week attend it, secure of getting new places then (Evidence 1, 10, 17, 19). The migratory tastes of the farm servants in the district are certainly encouraged by this scarcity.

CONDITIONS OF ENGAGEMENT.

9. The conditions of farm servants' engagements —and, as explained, almost all the work is done by engaged men—are six-monthly engagements and six-monthly payments for single men, yearly engagements and half-yearly payments for married men. It will be understood that when I say "single" and "married" men, I mean, on the one hand, men who are really bachelors, and men who, although married, have not got houses on the farm, and must, therefore, live in a bothy, or in the farm kitchen, while their wives and families live miles away; and on the other hand, men who have cottages. This latter class are engaged in March for the following Whit Sunday,* there being thus two months warning in their case. The single men give no warning, and get none. Their feeing markets occur twice in the year, and men and masters frequently do not make up their minds as to whether the engagement is to run for another six months or not till two days before the market.

Migratory habits.

10. Now, whatever the cause may be, it is certainly the case all over the district that single men change very frequently, in many places as often as the feeing market comes round. In all places married men are more constant, but they, too, change very frequently. Some few farmers say that there is no harm in the frequent changes by the single men. They say it gives them a knowledge of the world, and lets them see different ways of doing their work (*e.g.*, Evidence 13, 15). Others point out that to some extent it must be inevitable, as a lad rises from being fifth horseman, it may be, to being fourth, and so on till he gets a charge (*e.g.*, Evidence 26). Most farmers, however, and men also, deplore the constant migrations as tending to unsettle the men, and preventing their ever taking an interest in their master's work.

Indefinite engagements suggested as a remedy.

11. The remedy suggested is that the legal presumption, where nothing is said, should be that engagements should be for an indefinite period, dissoluble by a month's warning on either side. One effect of this would be that feeing markets would die out, which would be advantageous in more ways than one. A lad, as things are, thinks he must needs throw up his place to stand the chance of the rise of wages at the fair, and sometimes will come back that very night to the place he left in the morning. He will often come back after an interval of a term or two and repeat this again and again, showing that it is not the master or the conditions of his service to which he has taken a dislike (Evidence 13, 32). But, if no such regularly recurring occasion as the feeing market existed, if the servant were free to go when he liked at a month's notice, he would not go unless there were some real cause for it. The cases of domestic servants and of woodmen, who are both engaged for indefinite periods, and who seldom, the latter practically never, leave their situations, are cited in support of this arrangement as a remedy for migration (Evidence 19, 32). There may be other causes at work in these cases, as, *e.g.*, in the case of woodmen, the fact that the proprietor, in whose service they are, generally makes provision for them as they grow old, or if they are disabled. I saw two men, however, who had been on two months' notice all their lives; the one had remained 39 years in the same place, the other 23 (Evidence 30). It is doubtful whether this arrangement could, or should be made to apply to the case of married men with houses. If its advocates are right in thinking that there would be few changes, there would be little difficulty in applying it. The objection most strongly urged against the change is, that a farmer might be put in difficulties by servants maliciously giving notice, so as to leave him without assistance at harvest or some other busy season. The best farmers (Evidence 16, 18) and men (Evidence 33) say that this argument is a mere "bogie," that the farmer would have the period of notice in which to supply himself with new hands, and that servants would be careful about doing anything of the kind, since farmers might easily reduce their staff by one-half in the dead season of winter. The effect would be to promote mutual consideration of each other's interests, and to bring together and keep together good masters and good men. Even if engagements were left as they are, it is said that it would be desirable to have some period of notice. Some put it as low as a week, some as high as two months.

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WAGES AND EARNINGS.

Payment by instalments.

12. But while the contract in general is for payment of wages at each half-year, the practice in many places is to pay to each servant so much each month, the sum generally being 1*l*. Such payments to married men are nearly universal, but single men have occasionally difficulty in getting them, or at all events, in order to get them, have to submit to a questioning as to the reason for their demand, which they resent. It seems reasonable that men, particularly married men who have to make considerable purchases for their households, should have a right to get these monthly payments (*see* Evidence 10, 13, 16, 19, 32, 35).

Ploughmen's allowances.

13. It is an almost universal custom in the district for engaged servants to be paid to some extent by way of allowances. Married men get a house and a garden which is large enough to give them, along with the potatoes allowed them, enough potatoes for their family; they get also coal (or peat in some localities) to between one and two tons in the year, along with firewood; 66 stones of meal; milk ranging from an English to a Scotch pint per day, the Scots pint being three times the size of the other; and an allowance of potatoes, which is given in various ways; in some cases a certain quantity is given, in other cases the farmer gives seed, manure, and 1,000 yards of drill; and in other cases the servants get a certain quantity when the potatoes are lifted, and have a right to help themselves, after the crop is ripe, but before it is lifted, to as many as they want. There is very little complaint of the quality of these allowances, the men in Banffshire say that their allowances are better than those in Moray, but in Moray I did not hear that this was so. It is universally admitted that the measurements are made with a very liberal hand (*e.g.*, Evidence 7, 24), and even where there is precise stipulation as to the quantity to be given, the men often get as much as they want. In some places, especially, I think, on the large farms in Moray, a charge is made for the milk: the charge is only about half the market price, and is made because at certain seasons milk is scarce, particularly in a district like this, where there is no dairy farming; at such seasons servants who had been promised a certain quantity, and did not get it, would complain. If they are purchasers they cannot complain.

Single men.

14. As regards single men, in many cases, they live, *i.e.*, take their meals, in the farm kitchen, and in many others their food is provided and cooked for them by the farmer in the bothy. In such cases there are, of course, no allowances. But, again, where the bothy system in the fullest sense of the term prevails, that is, where the men have to prepare their own meals for themselves in the bothy, allowances similar to those of the married men are made; lodging, fire, and light are, of course, provided in the bothy.

Total wages.

15. It is difficult to make an exact estimate of the value of such allowances, but I think that it is not unreasonable to calculate a married man's allowances at 16*l*. per annum (Evidence 1, 5, 9, 10, 13, 14, 26, 32, 35). This, with 29*l*. in money, will give him 45*l*. The best way of stating a single man's position, I think, is to say that he gets board, lodging, and fire, and 29*l*. per

* It may be worth while to explain that Whit Sunday is a fixed period in Scotland, 26th May, and not a movable feast as in England.

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annum. He will make some money where he lives in a bothy, by selling meal, but then he will buy white bread, tea, jam, &c. They sometimes get as much as 1*l.* 10*s.* in money wages above married men (Evidence 32.)

Other servants and labourers.

16. Cattlemen get much the same wages and allowances as ploughmen. Grieves get 1*l.* a year more. Shepherds in some places get a croft sufficient to keep a couple of cows. This is in the districts running up into the hills. Such a shepherd will have, reckoning all his allowances, about 50*l.* a year (Evidence 5, 26). Labourers engaged by the day get 3*s.* per day, or 3*s.* 6*d.* when working at the mill. If they are engaged for longer periods, to do any work unconnected with horses, they will get from 2*s.* to 2*s.* 6*d.* per day. Women workers, where they are to be got, will earn 1*s.* to 1*s.* 3*d.* per day; in 1891–2 this rate rose to 1*s.* 6*d.* In harvest time a man will get 26*s.* a week, a woman 22*s.*, and four weeks' work is guaranteed them. They get their board in addition. At harvest time it is a pretty general rule that men and women should work extra time; for this they get allowances of bread and beer; sometimes, but seldom, a small extra payment, say, 8*d.* per day (Evidence 3). Woodmen get 16*s.* to 18*s.* per week, and no allowances. They are, however, as a rule, in the service of the proprietor, who keeps them on at this wage all their lives, and, if they are disabled provides for them (Evidence 1, 2).

Hours of work.

17. A horseman must be in the stable at five, to feed his horses, give them some grooming, and clean out the stable. He then has time to get his own breakfast, and returns so as to have his horses in the yoke at six. He works with his horses till 11. He then has nominally two hours off, but this interval is occupied to a large extent with returning to the stable, feeding his horses, &c. At one he resumes work, and works with his horses till six, when he comes back to the stable. He then has to feed and "bed" his horses, and in many places he returns at eight to give the horses a turnip, or some little food, or shake up their litter. This may be taken to be a normal day's work for a large part of the year. In the summer for about three months the horses are on the grass, and there is therefore no cleaning of stables, and no evening hours. But they have to be brought from the field in the morning to be yoked. In the winter the day begins later, and closes earlier, so far as horse labour is concerned, but in the early morning and after five in the afternoon, the ploughmen are often employed in dressing corn, threshing, &c. In the high parts of Banffshire there are many days in winter when for frost and snow no farm work can be done, and many days when only half days can be done. In Moray, with a milder climate, this does not occur so often. One witness calculated that, taking the winter through, in the upper districts, a man would not work on an average more than four or five hours (Evidence 26). On Sundays all attend in the stables in the morning, any other work on that day can be done by one man in four or five taking his turn. Cattlemen are a good deal left to themselves as regards hours; the work has to be done, and they may do it as they please, but, generally speaking, their hours are somewhat the same. They, and shepherds also at certain seasons, calving and lambing times, must be available at all hours. In summer, when for the most part the cattle are out, a cattleman will have nearly the whole of every Sunday to himself; in winter he can only get a Sunday free if he finds some of the ploughmen good natured enough to do his work for him. The work may be made lighter by cutting some turnips on the Saturday afternoon.

Holidays.

18. Two markets in the year, and a day after each term, two fast days, Christmas and New Year, with an occasional holiday for a cattle show or the like, everywhere conceded to the servants. In most places they have no difficulty in getting a holiday when they ask for it. If a man is ill he will get full wages for three or four weeks. All servants recognise the impossibility of giving general holidays or half-holidays; cattle must be fed, and so must horses, and you cannot leave them standing as you can leave a loom.

On the whole there is very little complaint of want of holidays or of long hours. That the hours are too long for health is, to anyone who has seen the race of farm servants, a manifest absurdity.

Piece-work.

19. On the whole there is little or no piece-work done. Hay-mowing is sometimes done by contract at 4*s.* an acre; drainers can make 30*s.* a week, the rate being 15*s.* per 100 yards. Dyke-builders will get 6*d.* a yard; men excavating earth 4*d.* a cubic yard (Evidence 3, 9, 14).

B.-VI. MORAY, BANFF, AND NAIRN.

Bothies and kitchens.

20. To pass to the accommodation provided for farm servants, I must again revert to the distinction between single men, *i.e.*, men living without encumbrances, and married men living in cottages with their wives and families. The former must in some way be lodged and boarded by the farmer. Lads begin to go out to service at seventeen as men, and many farmers, for economy's sake prefer to have these lads. In the kitchen system the men feed in the kitchen with the farmer's servants, and sleep in a room or rooms in the steading; in the bothy system the men never enter the kitchen, but feed and sleep in a room or rooms in the steading. In many cases, and especially in Moray, the men do most, if not all of their cooking in the bothy. In other cases, a woman, generally some elderly ploughman's wife, is employed to clean the bothy, to make the men's porridge, to cook their potatoes, and do any other cooking that may be required. As a rule there is little variety in their food, but in the best bothies the farmers see that vegetables are supplied, and that the men are as well fed as they would be in their own kitchens.

21. The bothy is much more common in Moray than in Banffshire. On Lady Seafield's estates in Banffshire there are only two or three bothies, and these will soon disappear (Evidence 3). There are a good many in Nairn. They are an adjunct, as a rule, of a large farm. Where, for instance, a farmer holds several farms, he cannot have a house with its kitchen upon each of them. Again, where the farmer is a comparatively well-to-do man, with a family of his own, and a considerable household, of more refinement in all its grades than that of an ordinary farmhouse, it is not to be expected that the ploughmen should be welcome in the kitchen. In Banffshire, where the farms are, as a rule, smaller, the kitchen is the rule.

Improved accommodation.

22. Much is being done on all hands to improve the bothies and the sleeping accommodation where the men eat in the kitchen. The transference of the powers of the Public Health Acts to the county council is said to have done much in this way. Again, all concerned are now alive to the necessity of decency and some rough comfort. The Duke of Richmond, for example, in building a new steading, always takes care to see that a separate bedroom is provided for each man who is likely to be employed (Evidence 1, 19), and, in general, when a new steading is to be built anywhere, farmer, laird, and architect all keep this in view. Good men are not easily got to go to places in which bothies or sleeping places have a bad reputation. But there are still many bad bothies, places without any comfort, and ill-aired and filthy. It is, no doubt, convenient that the men should sleep within hearing of the horses and cattle (Evidence 8), but the separation is often very inadequate. Farmers in some cases know very little about the state of the bothy, and even the grieve does not look near it, but it would be unfair to throw the blame entirely on the farmers. It is in many places a difficult and thankless task to set about ameliorating the men's condition. I heard of one case in which the men broke down the lath and plaster partition between their living room and their sleeping room to light their fire, and another in which they broke up and destroyed washing stands that had been fixed for them in their room (Evidence 26).

Comparison of different systems.

23. There is, however, a distinct improvement, and that again is elevating the men's standard of comfort and cleanliness. For myself, if I may express an opinion, I do not think that either system can in the abstract be said to be preferable to the other. The point is that the bothy should be a good bothy and the kitchen a good kitchen, and one or the other is the better according to the whole circumstances of the case. A comfortable bothy, where a man has a good fire to sit by, a cleanly woman to tidy the bothy and to do his cooking, and some variety of food supplied by a careful master, is in many points superior to the kitchen. It has advantages for the men, and it plainly has advantages for the maids in the kitchen. On the other hand, where the men are few and the farmer's household is a humble one, the kitchen will be more economical for him if his ploughmen are to have any comfort at all, and will be better for the ploughmen. Accordingly I find that opinions are much divided among the servants themselves as to the relative advantages of the one or the other. Many young men prefer the "independence" of the bothy. One most respectable elderly grieve said he preferred it for

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"quietness sake" (Evidence 34). The general opinion is in favour of the kitchen, but that, I think, is because the kitchen is, as a rule, better managed.

Wages should not be paid all in money.

24. It is very much in connexion with life in the bothy, that is the bothy where the men cook for themselves their own allowances, that the question comes up whether it would not be right that wages should be paid altogether in money. With one exception (Evidence 28) all the men I consulted upon this were of one mind, and emphatically so (Evidence 31). "All money would never do" (Evidence 27). "We would not have it on any account" (Evidence 27) were answers I often got, and that from young men who were selling a considerable part of their allowance of meal, as well as from married men with families. The question was put to the vote in the Gowan Guild, a farm servant's association, which lately flourished in the district, and the men unanimously refused to give up their allowances (Evidence 33). I met two men who were getting "all money," and they said they did not like it, although the farm was in part within the burgh bounds of Elgin, and shops, consequently, were at hand (Evidence 29). On another farm it was tried and given up in a week. The farmers, as a rule, would not object to it. The servants, however, point out that the district not being a dairying district, they could not get milk except from their master, who now keeps cows for them; they would have either themselves or their wives "to rove the country" for other supplies, and as for coals, they do not know how they would get them (*e.g.*, Evidence 30, 31, 33).

COTTAGE ACCOMMODATION.

Cottages, tenure.

25. Cottages are universally the property of the laird, are let by him to the farmer, and are by the farmer given to his engaged servants as part of their wages. Rates are paid one half by the laird, one half by the farmer, none by the occupier of the house. There are very few cottages in the country occupied by other than farm servants, but this point I shall deal with lower down. The Duke of Richmond, who lets his farms on 19 years leases, lets his cottages year by year to the farmers if they require them for their servants. The reason for this is explained to be that the Duke, who has built a large number of the best cottages in the district—86 in the Fochabers district alone in 25 years—and has taken pains in their construction to adapt them to the wants of farm servants, is anxious to ensure that they are let to no other persons by the farmers at a profit to themselves (Evidence 1). Many of the servants think that it would be an advantage to them if they held their cottages direct from the laird, as they would then have a direct contract with him as to keeping them in repair. They admit, however, that, in the present scarcity of houses, with a supply, in fact, inadequate to the demand by married servants, it would be intolerable if a ploughman held his cottage—it might be a part of the steading—independently of his service, and could sit on in it after his service had terminated. If cottages were more numerous the proposal would, perhaps, be feasible (Evidence 7, 27, 28, 30, 34).

Structure and condition of cottages.

26. The favourite structure is that all the cottages should be on one floor. A "but and a ben," with a couple of bed-closets, is as large a house as it is convenient for a poor man to furnish or a hard worked woman to clean. The larger rooms will be some 15×15, the closets 12×7. Many of the older houses are smaller. On Lord Moray's estate a number of cottages have been built in two stories, a living room and bedroom down stairs, and two fair-sized bedrooms upstairs, with abundance of press accommodation. I visited several of these cottages, but found that the people did not like them. The stair is dangerous for the children, and the house is troublesome to clean. There is more opportunity for separation, but this is a point which very few seem to value, and in the country is not of nearly the same importance as in towns, for children when they get to be 16 or 17 years old go out for themselves. The new houses are all well ventilated, and are none the better liked on that account, the complaint being that they are cold, and not nearly so cosy as the old style. They are all built of stone and lime, with slated roofs. Thatch undoubtedly makes the most comfortable roof, cool in summer and warm in winter—an advantage keenly felt in a one-storied house, but it is a very expensive style of roof. The water supply is fair in the new houses. There is no drainage in the ordinary sense; the roof water is carried away a little distance and allowed to lose itself in the porous soil. In most of the new houses there are a privy, an ashpit, and a pigsty behind. It is doubtful whether a privy is any advantage. The people certainly do not want it, and the best kept cottages I saw, a group of four, which were as clean and tidy as could be wished, had none. If a privy is supplied it is often not used—I saw one converted into a hen-house—or if it is used it is never cleared, and becomes a positive nuisance. Some of the old houses are in a very tumble-down condition, and the water supply is far from good, but I think the county council are alive to their duty in this matter. The comfort of the houses must of course largely depend on the tidiness and thrift of the wives. Domestic economy, as taught in the public schools, seems to be a science rather than an art. It is on the wife's appreciation of cleanliness and comfort that the happiness of the husband's home and the decency and morality of the children must largely depend.

GARDENS AND ALLOTMENTS.

Garden, &c.

27. Every house, or almost every house, old or new, has a little piece of garden ground attached, which is generally devoted to potatoes. Here again a smart wife will contrive to have some bright flowers. The gardens are only fairly attended to. The constant migrations, and the want of any arrangement whereby the incoming tenant should take over any unexhausted improvements made by his predecessor may have something to do with this. Hens are often kept, pigs seldom, partly because farmers are afraid that some of the horses' food might find its way to them, and bees very rarely. Some servants, many grieves, have a cow, which goes with their master's cows, but for her keep 8*l.* or 10*l.* is deducted from their wages.

Supply of cottages.

28. The deficient supply of cottages is probably the most serious evil in the district. There are very few places in the district in which the supply is adequate even to accommodate the married servants, and a labourer's cottage is almost unknown. The evil is worst in Banffshire, and in the upland parishes of Moray and Nairn, *e.g.*, Knockando, in which districts many married men leave their families in towns or villages and go to service in bothies or kitchens, visiting their families perhaps once a fortnight, perhaps not so often. This system is productive of many evils; it breaks up the family life; the wife and children lead an ill-regulated, discontented life at home. The husband, a young man, away from his wife and family, forms other connexions, and cannot make recompense by marriage. He then again sets a bad example to his unmarried companions, and they have no inducement in their turn to set up as married men, when they see the wretched position into which so many of their acquaintances have fallen by marriage. Then again, for want of cottages in the country, a ploughman, when he is past work, and he need not be a very old man to begin to show failings, has no opportunity of taking a house in the country, where he can settle, doing odd jobs as a labourer for his farmer neighbours, and bringing up his children with a knowledge of country work and a taste for it. The want of such a class is much deplored by the farmers, who can get no labourers, and who have to teach a lad, coming to service for the first time, the very rudiments of his calling, for he has been brought up in town; it is also deplored by the farm servants who would gladly settle in the country if they could.

Crofts and allotments.

29. In close connexion with this topic is that of crofts and allotments. All seem to agree that, while he is in service, a farm servant cannot look after a croft, or anything more than the little patch of garden ground, perhaps an eighth of an acre, which he has. But the ambition of a farm servant is to have a croft, or a small farm, if he can afford to stock this latter, and when any such holdings are in the market they are eagerly run after. Such crofts are still to be had, and the process of absorbing them and small farms into large farms has ceased. The points to keep in view in considering this question are, the size and situation of croft or small holding which is to be encouraged, and the cost of the necessary buildings and the means of meeting that cost. I had the advantage of hearing the views of a member of the County Council of Banffshire, who was long a farm servant, and now holds a croft of 12 acres (Evidence 11). Such a size of croft, he explained, was either too big or too small. If a man is to work as a labourer in the service of neighbouring farmers, not regularly engaged, but doing odd jobs as they arise, then a croft of five acres will be enough for

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him. He can get the horse labour on this done by a neighbouring farmer at one "yoking," and need not keep a horse of his own. The rest of the labour required will still leave him time for his labouring work for farmers. All the building, it is said, that is necessary for such a croft a man will be willing to put up for himself; it will not be more than a byre, and any handy man can run this up (Evidence 25, 27, 34). Whether this can be done or not is, I think, extremely doubtful. But a croft of this size must be pretty good land, or the crofter's existence will be very miserable (Evidence 8). If a man is to keep a horse or a couple of horses, and be mainly dependent on his croft, he must have not less than from 25 to 30 acres, else his horse-power is in part wasted. It is here that the difficulty of providing buildings comes in, for a proprietor can hardly afford to do it. In some cases there are still existing fragments and ruins of old farm buildings, which might be renovated at less expense than it would take to put up new buildings (Evidence 29). Of course there may be cases, such as the crofting settlement which I visited, where by mutual assistance crofters might supply themselves with common horse labour and common farm buildings on cheaper terms. The capital necessary is put at upwards of 10*l.* an acre (Evidence 8).

Lotted lands.

30. It remains to notice in this connexion a system of "lotted lands" which prevails in the neighbourhood of Elgin, Keith, Aberchirder, Cullen, Portsoy, and some other villages. These are plots or strips of ground of very good quality, varying in size from 1 to 15 acres, and rented at from 15*s.* to 3*l.* an acre. Lady Seafield has in Banffshire 2,440 acres held in this way, consisting of 874 lots, and held by 390 different tenants (Evidence 3). These "lotted lands" are attached to the feus in the towns which they adjoin, and anyone who acquires a feu, sooner or later has an opportunity of renting some of them, for they are held under lease. Old farm servants not unfrequently in some quarters acquire some of these plots, and settle down as dairymen or carters (Evidence 9, 29). Most of them, however, are held by the little tradesmen in the towns; at Keith, for instance, hardly any are held by farm servants. The Duke of Richmond and the Duke of Fife both have a considerable extent of such lands.

Savings by farm servants.

31. Farm servants then both can and do save (Evidence 16). "Any single man can put by 100*l.* by the time he is 25; I did it myself," says one witness (Evidence 24). Another says that half a man's money wage when he is single ought to be saved (Evidence 11). A single man's expenses may be put down at 2*l.* for boots, 7*l.* or 8*l.* for clothes, 1*l.* 10*s.* for washing, and 5*l.* for pocket money, tobacco, subscription to benefit society, &c. (Evidence 32). This makes 16*l.* 10*s.*, and leaves, in most cases, a balance of more than 12*l.* available to be saved. Another estimate puts the expenditure at 11*l.* 17*s.* (Evidence 11). Married men, if they do justice to their families, have much more difficulty in saving; but even they do so if they have a thrifty wife. The wife's character, I repeat, is a most important consideration.

General Condition of Farm Servants.

32. The general condition of farm servants is above that of other unskilled labourers; their wages are equal, all things considered, to upwards of 17*s.* per week. In the only case which I know in which wages are paid all in money, 15*s.* to 17*s.* per week, with a house, was the rate (Evidence 29). Then there is no broken time; every day of the year is paid for. The occupation is healthy, and the muscular labour is much less than it was 40 years ago. Not only have machines superseded the scythe and hand-sowing, but "graips" (*i.e.* forks) and other tools are much lighter and handier than they were. Men used to have to rise, not 40 years ago, at three in the morning to thresh with the flail, work which is now quite unknown. Wages have risen in money to the extent of from 6*l.* to 10*l.* in the last 30 years. Much more is done for men's comfort in bothies and sleeping compartments than used to be done. The men are as fine a race as can be seen anywhere, their intelligence and general education are proverbial in Scotland. They are dressed on a Sunday or holiday as well as anyone need be dressed, and if they get drunk on a holiday they are sober for the rest of the year, and have to thank the quality of the whisky more than the quantity for their sufferings after a holiday. Generally speaking they are certainly a sober, sturdy, hard-headed and hard-working set of men. It is said that, taken as they originally are from little towns now-a-days, they are not as efficient when they come first to work as they used to be, not so strong and not so skilful. But their diet and healthy work soon make them, even at 18, sturdy fellows or "brosy loons," as they were described to me, and their work is not now-a-days difficult to pick up for the most part.

General Relations of Masters and Men.

33. There has been within the last 40 years a considerable change in the relations of masters and men. The family relation no longer exists, and I should doubt if there are now any farmers who assemble their younger servants to examine them in their Scripture knowledge and in the shorter Catechism, a custom largely prevalent 40 years ago. But I think that the relations may, on the whole, be described as kindly; most of the masters spoke kindly of the men, and most of the men kindly of the masters. There were no serious complaints on either side. It is true that on the large farms the men did complain that the masters stood aloof from them, hardly knew them by sight, and never gave them a word. There the relations are purely commercial, and the masters' story in these quarters is that the men try to get all they can, and do as little as possible. On the other hand, a large farmer in Moray says (Evidence 16): "there need be "no trouble with servants if the master manages them "with good temper. I have always noticed that a "servant who takes an interest in his master's affairs "will never be out of place, and will get 1*l.* more of "wages. As a rule servants are attentive and willing "to do anything they are asked to do, if asked in a "proper way. They take as much interest in my "affairs, and put themselves as much about for me, "as I would do for myself." I do not represent this as an isolated case; it is not so by any means. In making suggestions as to houses, wages, &c., I found the men always ready spontaneously to take an equitable view of the laird's and the farmer's difficulties as well as of their own.

Benefit Societies and Trade Unions.

Societies.

34. It is perhaps a sign of the prevalence of good feeling that no societies or unions have ever flourished in the district. A few of the younger men are Oddfellows. The Gowan Guild was started as a benefit society and a mutual improvement society some years ago. For a time it had a considerable membership, and then fell off, and now exists only as a benefit society. The Ploughman's Union has made various attempts to get a footing in the district, especially at election times. It has never succeeded, the men distrusting its political complexion, and doubting its financial soundness.

Inexperience of some farmers.

35. The relations of men and masters were at one time injuriously affected by the fashion which obtained some years ago, before agriculture became depressed, of men who had made money in other lines of life, taking farms, all ignorant of farming and farm servants. These men made unreasonable demands on their servants, and their servants had no respect for them. This influence, whatever its strength may have been, is now gone.

Morality of farm servants

36. Apart from any inferences to be drawn from the remarkably high rates of illegitimacy in these counties, the moral tone of the farm-servants is, I think, highly satisfactory. It is not safe to press the fact of the prevalence of illegitimacy far as a proof of low general morality, or even of an unusual looseness in sexual relations. For it must never be forgotten that there is no prostitution in these counties. The fact, however, remains as a blot upon the district. Race, climate, and want of proper and sufficient cottage accommodation have all been assigned as causes for it. My own view is that, whatever may have been the original cause, the continued existence of the evil is due very much to an insensibility to the shame that ought to attach to it. The thing has been so common for so long that public opinion in the district no longer condemns it. It is to a reform of this public opinion, rather than to the alteration of any material conditions that the attention of those who desire to see the evil abated should be directed.

I have, &c.

(Signed) G. R. GILLESPIE,
(Assistant Commissioner).

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B.-VI. Moray Banff, and Nairn.

APPENDIX A.

TABLE OF WITNESSES.

The Agricultural Labourer.

I.—Factors.

1. Alexander Aitken - - - - No. 1
2. William Brown - - - - ,, 2
3. James Campbell - - - - ,, 3
4. William Robertson - - - - ,, 4
5. William Skinner - - - - ,, 1
6. Robert Walker - - - - ,, 5
7. James Wedderspoon - - - - ,, 1

Note—Messrs. Brown and Walker are also farmers.

II.—Farmers.

8. William Barclay - - - No. 6
9. James Black - - - - ,, 7
10. James Day - - - - ,, 6
11. James S. Findlater - - - ,, 8
12. William Forbes - - - - ,, 9
13. William Fraser - - - - ,, 10
14. James Garden - - - - ,, 6
15. John Hay - - - - ,, 11
16. William Joss - - - - ,, 11
17. W. T. Mackenzie - - - ,, 12
18. George Mackessack - - - ,, 13
19. William Malcolm - - - ,, 14
20. William Mitchell - - - ,, 15
21. William Robertson - - - ,, 16
22. James Scott - - - - ,, 17
23. A. R. Stuart - - - - ,, 18
24. J. P. Stuart - - - - ,, 19

Note—Messrs. Black and Fraser are owners of land as well as farmers. Mr. Mackessack is son of an owner of land, who also farms. Mr. Mackenzie is editor of a newspaper. Mr. Malcolm is inspector of poor. Messrs. Barclay, Hay, and Joss were at one time farm-servants. Mr. Joss's farm is a croft of 12 acres.

III.—Ministers.

25. Rev. T. Bonallo - - - - No. 20
26. Rev. D. Colvin - - - ,, 21
27. Rev. W. Hamilton - - - ,, 22
28. Rev. Thos. Pirie - - - - ,, 23
29. Mr. T. Wallace - - - ,, 24

Note—Mr. Pirie is also chairman of the Parochial Board. Mr. Wallace is not ordained; he was at one time a farm servant, and now works as an Evangelist in connexion with the Free Church among farm servants.

IV.—Miscellaneous.

30. William Robertson, grain merchant - No. 25
31. G. Petrie Hay, M.D. - - - ,, 26

Note—Mr. Robertson was at one time a farm servant. Dr. Hay, besides practising as a doctor, farms 500 acres of his own property.

V.—Farm Servants.

32. Alexr. Alexander, P. - - - No. 27
33. G. Anderson, G. - - - - ,, 28
34. W. Anderson, P. - - - - ,, 29
35. T. Beattie, S. - - - - ,, 27
36. Rob. Blackie, P. - - - ,, 28
37. W. Chapman, P. - - - ,, 29
38. W. Duncan, G. - - - - ,, 30
39. A. Goodall, G. - - - - ,, 30
40. W. Greig, C. - - - - ,, 27
41. W. Harper, P. - - - ,, 27
42. A. Hay, P. - - - - ,, 27
43. W. Innes, P. - - - - ,, 31
44. T. Kello, C. - - - - ,, 32
45. Thomas McCook, C. - - - ,, 31
46. Duncan McDonald, P. - - - ,, 32
47. T. Mackay, G. - - - - ,, 33
48. A. Mackenzie, C. - - - ,, 31
49. K. Mackenzie, P. - - - ,, 32
50. T. McRobb, G. - - - - ,, 11
51. T. Nicol, L. - - - - ,, 31
52. T. Ryan, C. - - - - ,, 31
53. A. Robertson, P. - - - ,, 29
54. John Ross, G. - - - - ,, 33
55. T. Ryan, P. - - - - ,, 31
56. James Sellar, G. - - - ,, 34
57. James Spalding, G. - - - ,, 34
58. Brodie Taylor, P. - - - - ,, 27
59. John Watson, G. - - - - ,, 33
60. James Whyte, C. - - - ,, 27
61. Thomas Wilson, G. - - - ,, 35

Note—C. stands for cattleman, G. for grieve, P. for ploughman, S. for shepherd, and L. for labourer. In the foregoing list there are 6 cattlemen, 10 grieves, 12 ploughmen, one shepherd, and one labourer.

I.—Factors.

1. James Wedderspoon, *chamberlain to His Grace the Duke of Richmond and Gordon, at Fochabers, Moray*, Alexander Aitken, *factor to His Grace there*, and William Skinner, *factor to His Grace in the Glenlivet district, Banffshire.*

Scarcity of labour.

Mr. Wedderspoon has been five years in the district; Mr. Aitken 18 years; and Mr. Skinner all his life. There is considerable scarcity of labour, both as regards engaged servants and as regards day labour, the population tends into the towns from the country.

No immigration.

The best men go away to other employments, and there is a good deal of emigration. There is not now any immigration of labour into the country at particular seasons.

Migratory character of servants.

Advances of wages are often given in the upper districts. The servants are very migratory, which is a disadvantage both to masters and men. If notice were required before leaving it might operate to check this. Two months' notice would be sufficient.

Breach of engagement common.

At present men do not make up their minds till the hiring-market comes, and take their chance of a rise of rates. In many cases men take engagements and then fail to implement them. So much is this the case that the first Friday after the hiring-market is currently known as "the rascal fair," there being so many men in attendance who have broken their original engagements.

Hours of work.

The 8 o'clock stables is a trifling matter, one can do it for all, and, as a matter of fact, does. The taking of irons to the smithy is also a trifling matter. A cattleman is more his own master than a ploughman, except on Sundays in winter, when he has no relief. There are not many house-fed cattle in summer. Women keep the same hours as men; they are difficult to get. Children are not to be got at all; they begin work at 14, and at 18 get full work and full wages. A ploughman, a good man, fit to be first ploughman, will get in money by the year 36*l.* 0*s.*

Age at which work begins. Wages.

House and garden	2*l.* 10*s.*
Meal	6*l.* 0*s.*
Milk, a pint a day	2*l.* 12*s.*
Total	47*l.* 2*s.*

They get no regular allowance of potatoes. As regards fire, they get peat for themselves; the master drives coals and wood for them.

A cattleman gets much the same.

Single men. Bothies the rule.

Single men get 30*l.*; they live in bothies, as a rule, which are very much better than they used to be. In small farms they live in the kitchen. One system is as good as the other. In almost every case a separate room for eating and living in in the bothies. The Duke now builds separate bedrooms for each man at the steading. In the bothies they have a comfortable room to sit and smoke in. The single men get the same allowances of meal and milk as the other; they sell some of their meal, perhaps a half; buy groceries and white bread. Farm servants can and do save, in some cases enough to take a small farm. There is a great demand for small farms by labourers and farm servants in the upper districts. When they get them they prosper fairly.

Sell meal. Saving.

Harvest wages.

Harvest hands get 6*l.*, with board and lodging, for the harvest; women, 4*l.* 10*s.*, and board and lodging with the grieve or married servant.

More demand for good accommodation.

In all cases they get separate and decent accommodation. This is much more attended to than formerly, and there is much greater sensibility on the part of the

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servants to the necessity for it. Casual labourers are very difficult to get; they get 3*s.* to 3*s.* 6*d.* per day, women 1*s.* 6*d.*, without food. Woodmen get 18*s.*, no allowances. They live in little hamlets, and are much more permanent. They get pensions in the Fochabers District when old or disabled, that may be the cause of their staying better. Shepherds are rather cheaper than other married servants.

Casual labourers. Woodmen. Shepherds.

[*Note.*—The foregoing evidence refers for the most part to the upper district.]

As regards the Fochabers District, the cottage accommodation is complete. The Duke has never refused an application for a cottage on his estates, either at Fochabers or Glenlivet, but there are more old-fashioned cottages in the latter district. In Fochabers District the cottages are one-storied, built of stone and lime, and slated, with three bedrooms and a kitchen, all good sized. They have an ashpit, a privy, and a pig-stye behind. The cost of building such a cottage is 160*l.* in Fochabers District, 200*l.* in Glenlivet. The land is let on leases of 19 years. The cottages are let by the year to the farm tenants, as they require them, at a rent of 2*l.* 10*s.* The Duke has built at Fochabers 86 such cottages in 25 years. That the supply is complete is shown by the fact that at present two cottages are let to railway servants, not being required for farm purposes. The Duke further keeps the houses in repair, *i.e.*, as regards external fittings. The houses are not very well kept. A garden of one-eighth of an acre or so goes with each cottage. These are pretty well kept. The cottagers use their privies, and keep them pretty clean, along with other offices. A water supply is a thing that is always kept in view in building cottages. In the Glenlivet District there is plenty of excellent water; in Fochabers District there is a fair supply. The drainage of the house is led a little way away, and sunk into the soil. There is no difficulty about this, as the soil is very porous. Pigs are not kept in every case. In the Glenlivet District poultry are commonly kept, and a good many keep bees, but it is not the rule. The day labourers are, in some cases, crofters, but not to any great extent. The Oddfellows' Society is pretty strong in the district; no other organisation.

Cottage accommodation complete. Plan of cottage and cost. Tenure of cottages. Gardens. Privies. Water supply. Drainage. Crofters.

2. WILLIAM BROWN, *Earlsmill, by Forres, factor to Lord Moray.*

Has 20 years experience of district. Lord Moray has 30,000 acres in Inverness and Moray, 15,000 of which are arable, 7,000 pasture, and 7,000 wood. On the better land, the best being in Alves Parish, the rent averages upwards of 1*l.* per acre. Wheat is grown on the better land; not much on the intermediate land. Large quantity of cattle bred and fattened on estate. Size of farms varies from 60 to 70 acres on one hand to 400 and 500 on the other. The larger farms are on the better parts of the estate. A few cases in which men who have been farm labourers and grieves take small farms and work them to profit, but this rare. Several instances of small farmers making large sums of money, and taking larger farms, or even buying land.

Characteristics of estate.

Labour is at present, and has been for last two years, very scarce. Mr. Brown attributes the present scarcity in some measure to the demand for labour on the two railway lines now in process of construction, viz., in the Black Isle and from Aviemore to Inverness; also a large demand for labour in respect of damage done to roads and bridges by last winter's floods. Wages to be got on these jobs, 1*l.* to 1*l.* 2*s.* per week. While scarcity more noticeable within two years, it has been increasing for last 10 or 15 years gradually. Demand for farm servants has led, in many instances, to repudiation by servants of contracts made at hiring-markets, return of arles, and failure to appear on farm at stipulated time. There is no great immigration of workmen at harvest or any other season; formerly they used to come from high country; since reaping machines became general this has ceased almost altogether. The labourers are as efficient as they used to be, but do not do as much work as in the south (*i.e.*, the Lothians, where Mr. Brown's father farmed). Employment is, as a rule, continuous, the engagements being by the half-year for unmarried men, by the year for married. Both married and unmarried are very migratory; unmarried men almost always change at the half-year; married men stay a little longer. They do not move far, when they do move. Ploughmen work 10 hours in summer and seven or eight in winter. At harvest-time, particularly when leading, they work as long as they can see. This is an understood term of their engagement. Wages are very slightly higher in the summer half-year, but the only direct extra remuneration given in harvest is in the shape of refreshment in the afternoon. There is not much continuous work for women. They do not, in this district, feed the cattle; the bondager system is unknown. When they do work their hours are the same as the ploughman. They all have two hours off in the middle of the day. Child labour is very little known now. In some of the higher districts they herd cattle; but compulsory education has, to a large extent, interfered with this. They begin to go out to work at 15, and then work same hours as men and women. Very little Sunday labour. One man will do all the Sunday work of cattle-feeding on a farm of 200 acres. In some farms the turnips are sliced on the Saturday night.

Supply of labour deficient. Breach of engagements. Little immigration. Period of engagement. Hours of work. Child labour little known. Sunday work.

The system of cottages is going on increasing. Bothies are diminishing. The unmarried men, as a rule, get their food in the farm kitchen. Bothy is a mere sleeping place in the steading. Plan of cottage on Lord Moray's estate gives living-room (*i.e.*, kitchen, &c.) with bedroom on ground floor, two bedrooms upstairs, various presses and little store-rooms in the house; outside, ashpit, privy, and small garden, one-sixteenth of an acre. Houses well kept, as a rule, but garden not. This accounted for, to some extent, by migratory habits. Cottages are dispersed on farms according to water supply available, and contour of fields. All belong to proprietor; given to labourer as part of his wage; accounted for in rent paid by farmer to proprietor, but not specially charged for. Privies dry; manure used for garden. Drainage from roofs led away a little and allowed to sink into soil, which is gravelly. Labourers do not have cow, unless in a very few cases; most keep a pig, and almost all poultry, consuming and selling eggs. Bees not common; this again prevented by migratory habits. The relations between employer and employed almost altogether commercial. Decided improvement in condition of labourer of late years. Wages and house better. No saving practised. Ploughmen will work till 60, then get some light work, *e.g.*, cattle feeding, then get assistance from parish. No scruple about taking such assistance, or allowing parents to take it. Hopes that greater privacy secured by new plan of houses may have some effect in checking rate of illegitimacy.

Cottage system increasing.—Bothies diminishing. Description of cottages. Privies. Drainage. Relations of master and servant commercial. Improvement in condition of servants.

Labourers in Woodlands.—Wages 15*s.* per week; not nearly so migratory. Stay all their lives; this accounted for by the fact that Lord Moray provides for old or disabled men so long as they live. Larger garden, something over quarter of an acre. No other allowances.

Woodmen.

Rates of Wages.—Mr. Brown is a farmer himself, and takes general superintendence of home farm. Since 1887 the wages paid by him in money for the half-year have ranged as follows, viz.:—

Wages.

	£	*s.*		£	*s.*
Grieve	14	0	to	14	10
Shepherd	13	0	to	13	10
Cattleman	9	0	to	10	15
First horseman	13	0	to	15	0
Second horseman	11	0	to	13	10
Third horseman	10	5	to	12	0
Fourth horseman	9	0	to	11	0
Fifth horseman	5	10	to	9	0
Bothy girl	6	10	to	7	10
Dairy maid	6	10	to	7	10
Herd boy	2	0	to	3	10

These wages are in addition to allowances of meal, milk, potatoes, lodging (either in bothy or in cottage), and firing, or other perquisites.

3. JAMES CAMPBELL, *Factor on Lady Seafield's Banffshire Estates.*

Estate labourers are plenty enough, woodmen, hedgers, and roadmen. Farm labourers are scarce, especially good hands; there has been a decrease during the past 10 or 15 years. There are no immigrants, as there used to be. Physically, labourers are as fit as those of former times, but young lads are now got to do work which formerly was done by older men. When farming was more profitable, things used to be better and more carefully done. Farmers cannot now afford best class of men. This is true all over Scotland, but

Scarcity of farm labourers. No immigration. Cause of deterioration.

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B.—VI. MORAY, BANFF, AND NAIRN.

labourers in this district will compare favourably with those of any other district. Unmarried men have bed and board in the farmhouse, feeding in the kitchen, and sleeping near the stable or cow byre. Bothies are not common; over the whole of Lady Seafield's Banffshire estates there are only two or three bothies, and these will disappear. The county council are doing something to bring about a better state of things; the old bothies were distinctly insanitary, but the Public Health Act was a dead letter. Now we find farmers, when a lease runs out, stipulating for better buildings for their servants, and the servants again are pressing this on the masters. The wages of an ordinary farm servant average 17*s.* per week, inclusive of house, garden, and other perquisites. Ordinary farm work is never done as piece work. Drainage, road-making, &c. are done by contractors, who do not engage as day-labourers, but move from place to place. Land drains, three feet deep, 15*s.* per 100 yards. Building rickle dykes, 6*d.* per yard for the labour, excavating earth, 4*d.* per cubic yard. Trenching moorland 15 inches deep, 1*s.* 6*d.* per square pole. Extra allowances are given for harvest work of 8*d.* per day, in addition to ordinary wages, and refreshments besides. Servants engaged for the harvest specially get, as highest wages, 7*l.* for the contract, including completion of the stacks. For Sunday work, one man will work for four hours on farms of 50 to 100 acres; one additional man for every two pairs of horses, and 40 cattle additional, also for four hours. Cottage accommodation is not sufficient all over the district, but it is being steadily improved. We cannot get the farmers to use all their cottages for farm servants; they grudge employing married men, employing lads instead, and let their cottages to railway surface men, &c. This is specially true of small farms. Some day labourers live in hamlets and some on farms. There are 69 cottages on the estate occupied by labourers, exclusive of farm cottages. The proprietor and farmer pay rates between them. Cottages are of stone and lime, with small gardens, the whole thing being estimated at 3*l.* to 4*l.* 10*s.* The gardens vary in size from 20 to 40 poles. Labourers who have large families sometimes arrange with farmers for summer grass for a cow, and pay him about 4*l.* 10*s.* for 21 weeks grazing. They sometimes keep a pig, by special agreement with the farmer, and sometimes a few swarms of bees. Farm servants can well cultivate such small gardens as have been mentioned, but cannot take allotments. There are a great number of allotments on Lady Seafield's estate. There are 2,440 acres so held in 874 lots, by 390 separate allottees, the extent of each lot being from one to seven acres, the rent 15*s.* to 3*l.* per acre. These are in close proximity to towns. The following table shows how this stands:—

Bothies not common.

Activity of county council.

Wages.

Harvest work.

Sunday work.

Cottage accommodation.

"Lotted lands."

LOTTED LANDS, SEAFIELD ESTATES, BANFFSHIRE, 1st August 1892.

District.	Total Extent of Land let in Lots.	No. of Lots.	Extent of Lots.	No. of Tenants.	Rents.
	Acres.		Acres.		Per acre.
Cullen lotted land	200	100	1 to 7	32	2*l.* to 3*l.*
Porthnockie „	100	23	1 to 15	12	15*s.* to 36*s.*
Fordyce „	130	38	1½ to 6	22	30*s.* to 3*l.*
Portsoy „	560	150	1 to 10	71	15*s.* to 3*l.*
Whitehills „	170	70	1 to 6	60	40*s.* to 50*s.*
Banff „	120	23	2 to 7	13	2*l.* 10*s.*
Keith „	1,160	470	1 to 10	180	1*l.* to 2*l.* 10*s.*
	2,440	874	—	390	—

The crops grown on them are oats, barley, grass, turnips, and potatoes. Carters, dairymen, and tradesmen occupy them, and cultivate them with horse labour. These allotments are much larger than a farm servant could manage. The Duke of Fife and the Duke of Richmond have also a large number of these allotments. The Society of Oddfellows is the only benefit society. The Ploughmen's Union may make its appearance at election times, but not at other times. The relations of masters and men are good enough. The farms here are not so large as in parts of Moray, which may make the difference. The condition of the farm-servant and labourer is, on the whole, good, and those who have thrifty wives are very comfortable, if they have a good cottage.

Relations good enough. General condition.

4. WILLIAM ROBERTSON, *Factor for Lord Cawdor in Nairnshire for five years.*

THE AGRICULTURAL LABOURER.

Home farm of 150 acres. Cottages are required, to some extent, in the district, and are being provided. Cottages have lately been, in several cases, filled up by roadmen, who will be permanent. In the upper parts of the district there is a large number of small farms, paying from 5*l.* to 14*l.* of rent; there are very few changes in them; men are there whose fathers and grandfathers were there before them; these farms employ no labourers. They supply a little labour to the low country farms by sending their children out. These small farmers can do no building for themselves. Their children do not go out to work so commonly as children of the same class in Dumfriesshire, with which witness is well acquainted, do. Again, a small farmer of 150 to 200 acres here keeps a grieve, which he would never think of doing in Dumfriesshire. The cottages are generally "but and ben" with a bed closet; a few have got two rooms, some have three rooms downstairs and two up, but if you go beyond the but and ben and bed-closet, the house becomes expensive to furnish, and more than a woman can well keep clean. The cost, the farmers doing the cartage, is from 110*l.* to 130*l.* Privies are generally attached, but as a general rule they are built by the farmer, the proprietor supplying the materials—timber. It is questionable whether they are much used. The general intelligence of farm servants is raised, and the relations of master and servant are fairly good. There is, however, a great want of thrift among the wives, knowledge of cooking, and domestic economy generally. This prevents the men from saving much; where you find a thrifty good wife, they do save. As a rule, they work pretty well to the end of their days. Woodmen stay on, and if they are worn out, they are not turned off, but kept on half-pay. Workmen can go at a fortnight's notice, but they stay on well, perhaps on account of this provision for old age. All the farm-servants on the home farm are married men with houses. They are paid regularly once a month. Single men on other farms on the estate live in kitchens. The farms are not very large. The comparative advantages of bothy and kitchen depend a good deal on the men and the accommodation and management. Indefinite engagements might work well enough. It would depend on the temper of the men and the masters. Servants are much better off with allowances than they would be with money. Quality good. Might not be able to get milk for themselves at all. Other allowances would have to be got from merchant at greater cost. A change of system would also tell against the small farmer, who would have to find money during his first half-year. Woodmen begin work at 7 and work till 6, with an hour's break from 12 to 1. Gardeners work from 6 to 8, 9 to 1, and 2 to 6, and both woodmen and gardeners get Saturday after 2 free. Labourers get in money about 15*s.* per week. Women about 9*s.* per week.

Cottages.

Small farms in upper district.

Supply some labour.

Cottages, construction.

Condition of farm servants. Want of thrifty wives.

Kitchens the rule, not bothies.

Indefinite engagements.

Servants better off with allowances.

5. ROBERT WALKER, *Factor for Sir William Gordon-Cumming, Bart., of Altyre, Morayshire.*

Has four arable farms under his care; employs 10 married men. Their average wage in money 13*l.* 6*s.* in the half year; besides that a house and garden, large enough, with his allowances, to keep him and his family in potatoes, say, 2*l.* 10*s*, in the half year; 1½ tons of coal and wood, say, 2*l.* 10*s.*; 12½ cwt. of potatoes in the year, value, say, 1*l.* 17*s.* 6*d.* in half year; milk to value of 1*l.* in half year; meal, 3½ bolls (10 stone to the boll), in value 2*l.* 18*s.* 9*d.* Total, 24*l.* 2*s.* in half year, or whole wages in year 48*l.* 4*s.* for married man. There are nine single men on the farms; taking their wages, &c. by the half year they get in money 12*l.* 9*s.*; when they live in the bothy they get the same quantity of meal, viz., 2*l.* 18*s.* 9*d.*; sweet milk to the value of 1*l.* 10*s.*; housing, fire, attendance and potatoes, say, 2*l.* 10*s.* Total 19*l.* 7*s.* 9*d.* or 38*l.* 15*s.* 6*d.* in the year. At the same farms there are eight women working steadily. They are found on the farm among the families of ploughmen, woodmen, &c. They get as winter wages 1*s.* 3*d.*, as summer wages 1*s.* 6*d.* per diem. All engaged servants in harvest get a quart of beer and some bread in the day. There are three married shepherds. They get in money, 12*l.* 10*s.*; a house and a croft, which may carry a couple of cows, say, 10*l.*; meal, 2*l.* 18*s.* 9*d.*; for firing gets peats cut in the moss in master's time, say 1*l.* Total, 26*l.* 8*s.* 7*d.* In the year 52*l.* 17*s.* 2*d.* There is one unmarried shepherd, who gets 14*l.* in the half year, he lives in the bothy and has the same allowances as other

Wages, &c.

Single men.

Women.

Harvest allowances.

Shepherds.

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Woodmen. Roadmen.

single men. Woodmen, of whom there are 12, got 17*s.* 6*d.* per week till last year. They now get 18*s.* 6*d.* Roadmen on the estate got 16*s.*, now 17*s.* per week. In harvest woodmen and roadmen are available, and then get 24*s.* per week.

Not so efficient as formerly.

There is perhaps not so much efficiency as in former days or in other places. The cause of this may be that the master is not so much in touch with his servants, the grieve is an intermediary, and the master does not know enough of his men. It

Indefinite engagements impossible.

seems impossible to have engagements terminating except at terms. The seasons of the year necessitate this, for it never would do to let a man give notice a month before harvest. Besides, leases come to an end at terms. The master must go then, so must the servant. Bothies, if better kept, would

Bothies disgraceful.

keep good men; at present they are disgraceful. Good

Cottages.

cottages attract and keep good married servants, they stop fairly as it is. Cottages are being built. The best style is two rooms and two bed-closets; this is as

Cost.

much as they can furnish and keep. Cost will be about 110*l.*, exclusive of carriage. They are made of stone and lime. As cottages improve the general tone of the occupiers will improve. They are fairly well kept at present. Their gardens are fairly well kept. Generally have a pig, a few poultry, some bees. Water supply is carefully attended to. No drainage. Privies dry; they are not very well kept. Money advanced to

Money might be profitably advanced for cottage building.

enable proprietors to build cottages would be most profitable to all concerned, servant, master, and proprietor. The general condition of farm servants' life are much improved.

General condition improved.

II.—FARMERS.

6. JAMES DAY, *farmer*, 340 *acres* (*Botriphine*). JAMES GARDEN, *farmer*, 215 *acres* (*Botriphine*). WILLIAM BARCLAY, *farmer, long a farm servant* (*Botriphine*). *All close to Keith, Banff.*

General condition improved.

General condition of farm servants much improved of late years. Forty years ago wages were about 6*l.* in the half year, now they are 15*l.* or even 16*l.* The food in the kitchens is better, and the sleeping accommodation is better. Hours are not so long. Forty years ago the servants were expected to get up at 3 and thresh. Now there is no complaint of long hours. In winter time horses are groomed when they come in, there is do need for anything after that, except a

Relations of masters and servants.

general look over, which one could do for all. Farmers are more familiar with their men in this district than in many others. Servants are "right enough." The servants here are much better off than in Morayshire. The sleeping accommodation is much improved; farmers are learning that if they do not treat servants well they will not be able to get them, now that labourers are scarce. In bothies, where there are

Bothies improved.

bothies, there is always a woman to cook, and there

Kitchens the rule.

is some variety. The men, for example, get vegetables among their allowances. The general rule is, however, that men feed in the kitchen. Either method is good, if it is well managed. Many men

Want of houses.

prefer the bothy. There are not enough houses for the married men; many married men are living as single men, away from their families. Great thing if they could get houses. Crofts would be a great

Crofts.

encouragement to saving, *i.e.*, crofts of five or six acres, these would not be held by engaged servants, but the crofter would go out to labour for farmers, and his children, maybe his wife, would act as labourers. There is a great want of labourers that know anything about country work. Indeed, "orra" labourers are very scarce. At harvest time hands are got from

Harvest hands.

Keith and elsewhere, salmon fishers from Spey, at 6*l.* 5*s.* to 4*l.* for the job, or 1*l.* 4*s.* to 1*l.* 2*s.* per week, both classes getting board and lodging. Otherwise a farmer must just have enough engaged servants to

Crofts in district.

do his whole work. There some crofters in the district with crofts from 5 to 20 acres; these provide the best class of workers, but with us they are mostly taken up with estate work, and the lime works. They are not available for the farmers. Crofts are not diminishing now. Emigration took away many of the best farm

Could put up own buildings.

servants. A crofter who got his cottage and his croft on lease could put up all the buildings a croft of five or six acres would require for himself. Indefinite

Against indefinite engagements.

engagements would be a great risk for farmers. Things are fully as well as they are.

7. JAMES BLACK, *proprietor and farmer at Sheriffston, 2½ miles from Elgin.*

Mr. Black was good enough to show me over his farm and introduce me to some of his servants and their wives. His horsemen get about 41*l.*, everything included. They pay for all the milk they get, but get a very full value for their money. For 1*d.* per day they get all they want, and after leaving Mr. Black's service often continue to come for their milk, which he continues to give them at the same rate. Men very seldom leave. As a rule he has nothing but married men, and they all have houses from him. Both he and they doubt if it would be an advantage to hold the houses of the landlord; it would be awkward for the farmer in some cases, and the laird would not be much disposed to listen to them. They have gardens of about one-seventh of an acre, and the men say that this is all they have any use for. They have no privies, and there is none at the steading. Mr. Black wished to put them up, but his grieve and men told him that they would not be used. The houses are as neat and clean as could possibly be, the wives and bairns too were clean, and well cared for. There is no complaint about the length of hours. In summer the horses are out, and in winter the men have no work from the time they come in from the field till 8 o'clock, when they have to clean and supper their horses. This is quite necessary. A difficulty about holidays, *i.e.*, statutory holidays, is that the labour of the horses is lost as well as that of the men. Now a pair of horses costs a farmer 60*l.* per annum. Farmers should be left to give holidays when they can conveniently do so. As regards "orra" labour, Mr. Black draws it from a colony of crofters in his neighbourhood, on the reclaimed Moss of Balmuckity, who hold crofts of from two to seven acres. They built the houses and small offices for themselves, and have sat there in some cases for three generations. They pay rent to the proprietor, and they are apprehensive of questions being raised as to their right to their houses. They do not each own a horse, but own enough horses among them to work their holdings. They, and a few of their dependents, *i.e.*, wives and daughters, work for the neighbouring farmers.

Allowances.

Milk.

No privies; none wanted.

Hours of work.

Holidays should left to farmers.

"Orra" labour got from crofters.

8. JAMES S. FINDLATER, *till last Whitsunday farmed in the Upper Banffshire district, at Mortlach.*

Labour sufficient.

Labour is sufficient. No longer so much emigration. Women's labour is scarcer, and will soon cease altogether. Farm servant better now than formerly; his

Improvement in condition of farm servants.

mind more opened. More honest than he used to be. As fine a type of man as is to be found anywhere. Much sought after as railway servants, and as porters, carters, stable managers, &c. The hours worked are

Hours of labour

not oppressive in the sense of injurious to health; but they are oppressive as regards want of opportunity for mental improvement and relaxation. Very long hours at harvest are not so common now, owing to the introduction of machinery, but the hands never seem to grudge extra work when it is really required. Long

Long engagements a mistake.

engagements are a mistake; one or two week's warning would be quite sufficient. Wages should be paid weekly or fortnightly, as the men prefer. Feeing markets would then die a natural death. When the

Separation of men from families an evil.

head of the family has to take service and live away from home, the position of the family is very bad. Wives are idle and gossiping, and much sexual indecency is the result. Houses given to a man as part of his wages, and dependent on his service, never can become homes. No interest is taken in tending the house and garden as if it were their own. Cottages should be held from the proprietor on lease, or, better still, from the local authority. A garden sufficient to be worked by the family in their spare time should always be attached, with leave to erect a pigstye and a byre, if the tenant can arrange with a neighbouring farmer for the keep in summer, which could often be done. No more land should be given. It would be useless; could not be cultivated, and in this climate

Crofts.

would not pay. As regards crofts on the highlands, a man who is able to work for a farmer for hire can rub along on a croft of 10 or 12 acres, his family helping him to work it; but in that high country they live most miserably. Holding a small portion of land does not help a labourer; 40 acres in Upper Banffshire is the smallest holding on which a man can live decently, and to this he must give the whole of his own labour, and that of his family. He must have 500*l.* to start free. On the lower ground less will do, as crops bulk

Cost of stocking.

more largely, and stock is not required to the same extent as in the upper country. In the Laigh of Moray, on the other hand, there is land that would do

In good situations smaller holdings would pay.

in much smaller holdings. The land is much more productive and the climate much better. It will always be necessary to have some servants on every farm living in close proximity to the live stock, within

Sleeping places.

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hearing of them at night. Much damage is often done, *e.g.*, by horses breaking loose in the stable at night. Bothies are in some places inhuman and injurious to health, as well as to morality. Kitchens are much to be preferred. Of course there are dirty kitchens too. The sleeping accommodation is seldom good. Sanitary inspection has thrown much light on this, although from mere financial reasons the reforms will not be completed for some time. Some lairds have been attending to this matter for years, and great improvements are in progress. Does not see how hours can be shortened or more holidays provided. A servant takes two feeing markets in the year, and generally about a week besides, fast days, &c. make this up. He is paid his wages when ill, and the doctor is paid. The day is long, but the nature of the work requires this. You cannot change the working of crops and feeding of stock as you can change a loom. Saturday is the worst day for a half-holiday, as the cattle-food has to be collected that afternoon, if there is to be any rest on the Sunday. The farm servant thrives in every way.

Bothies.

Hours cannot be shortened.

Holidays.

9. WILLIAM FORBES, *farms* 600 *acres belonging to Lady Seafield, at Cowhythe, close to Portsoy, Banffshire.*

Arable and pasture. All the men on farm, of whom there are 10, are married men. In addition has two or three from Portsoy, who are hired by the week. Engagements of married men are by the year. An indefinite engagement would not be good even for the men themselves. On the one hand servants would give warning just before harvest, while a master again might get rid of a good many, perhaps half his men, in the dead season in winter. Servants are a fickle lot, and are easily worked on by agitators. For married men with houses such a system would not do at all. Pays some of the married men 1*l.* per month, without any bargain to that effect. Hears no complaints of merchants' charges. As soon as men have been with witness for a short time, they do without advances. Even the married men put by money. Out of my 10 men four or five have money laid by. There is seldom a change with me; my men stay, and our relations are always pleasant. Some farmers do not know how to use their servants, or for the matter of that how to do their business. They get a rough class of men about them. An engaged servant, ploughman, cattleman, or shepherd will get with me for the year about—

Agninst indefiuite engagements.

Men do without advances.

Wages.

	£	s.
In money - - - -	27	0
House and garden, say - -	2	10
Meal, 3½ bolls (10 stone to the boll), say - - - - -	5	8
Warm milk, Scotch pint per day -	6	10
Full load of potatoes and as much more as he requires - -	1	10
Coal - - - - -	1	4
Total - - -	44	2

In addition he gets his coal carted for him. The men are extremely anxious that these allowances should not be interfered with and money substituted for them. Then their wives get out-of-door labour, that is, when they want it, for we have no bondagers. Labourers get 16*s.* per week, but there is an understanding that they shall remain for half a year; women a little less. At harvest men get 28*s.*; women, who may be the wives of engaged servants, 22*s.* Has employed from 16 to 20 men for last five years for draining. This work is paid by the piece; they make from 16*s.* to 30*s.* per week. A thrifty wife is the great matter for a servant; it makes all the difference. The cottages on the farms are sufficient, but in the district generally there might be a few more. Most of the cottages are not modern, but are comfortable. They are well kept. Goes over them every summer in June to see how the people are keeping them. A dirty wife makes a great difference. "I have seen my best man just miserable because of a dirty wife." New houses are colder. People prefer thatch to slates or tiles. But-and-ben with bed closet is the style preferred. My married men have plenty accommodation, and, indeed, they lodged the drainers I have mentioned, and also harvesters, which shows that they have plenty of room. They also lodge tradesmen's apprentices from Portsoy. They keep poultry, but no pig. As regards the evening work in summer time horses are out, and there is no evening work In winter the horses are fed at six, and no one need be in the stable after that, except, perhaps, the grieve to give a look round. Never heard a grumble about length of hours, but is not very strict. Gives a holiday whenever men want it. Relations between master and servant are very pleasant, and, as I said, there is very seldom a change. Crofts, if they could be got, would be a very good thing for the older men, who could do odd jobs for the farmer, while he could work their crofts for them to some extent. The allotments on Lady Seafield's estates often go to old farm servants, and this is a most excellent thing for them.

Men extremely anxious allowances should continue.

Labourers.

Harvest.

Drainers.

Importance of thrifty wife.

Cottages.

New houses colder. Construction.

Plenty accommodation.

Relations.

Crofts.

"Lotted lands" as to farm servants.

10. WILLIAM FRASER, *farms* 1,400 *acres, near Elgin and Forres, of which* 400 *belong to himself.*

Arable and cattle feeding and some dairying. There is not such abundance of labour as in former days. Diminution may be due to some extent to temporary local causes. There is scarcely any immigration at harvest time. A few come from the high parts of Banff, both men and women. There is more intelligence and more independence than there used to be. "Perhaps some of us complain of that." As regards efficiency, much as they used to be. Engagements are by six months for single, by the year for married men. Married men get regular advance of wages at rate of 1*l.* per month. Single get it if they want it, and no questions are asked. There is no difficulty at all in getting advances. It has come to be the rule, and there is no need to stipulate about it. An indefinite engagement would not do, looking to the pressure on a farmer at particular seasons, but notice would be advantageous. At present servants will give no answer if you ask their intention a week before the term. Breaches of engagement are far too common, and masters have no remedy. Cattlemen much the same hours as ploughmen. Men are not themselves required to take their irons to the smithy unless it is just at the door. Women have the same hours as men. No children work in the low country. Some of them go into the high country for it. One ploughman will do the work for a half-dozen on Sundays. Cattlemen are tied on Sundays through the winter. They may get someone to help them. Married ploughmen get 43*l.* 18*s.* for the year, reckoning the allowances. Cattlemen get the same. Single men get 1*l.* more in money. They live in the bothy, with allowances, not in kitchen. Bothies are much improved; kept clean. Sleeping and feeding rooms separate. Old plan of sleeping above stables very much gone out. Keep good fires; comfortable seats. Elderly woman, a ploughman's wife, to look after them; but men do not stay, whatever you try to do for them. There is no extra work at harvest on my farms. There is a practice in some places of working extra and giving beer and bread. I do not do it. The number of cottages is limited. There is certainly a deficiency. Farms have been made larger, and the old houses have not been kept up. There is a want of houses, but building is going on to some extent. This want lowers the class of servants. Some married men are working as single men, with their wives and families living in Elgin or Forres. That makes the husband take to some other employment which will allow him to live with his family. Farm servants all live on the farm, either in bothy or in cottages. There is not much in the way of benefit societies or any organisations, but they are aiming at it. Their general conditions are greatly improved. A farm servant is 8*l.* better in money in the last 25 years. Houses and bothies are greatly ameliorated. Most save money. As they grow older get light labouring work. There are cases of men taking farms who have been farm servants.

Labour rather scarce.

Comparative efficiency now and formerly.

Advances the rule.

Against indefinite engagement, but should be notice.

Hours.

Sunday work.

Wages.

Bothies much improved.

Harvest time.

Cottage supply deficient.

Improvement in general conditions.

11. JOHN HAY, *once a farm servant, now farms* 240 *acres in Boyndie Parish; got some assistance to enable him to do this;* WILLIAM JOSS, 25 *years a servant, now crofter of* 12 *acres, and county councillor;* JOHN MCROBB, *farm overseer; all from neighbourhood of Banff.*

There are not half enough cottages for servants. There are many instances of married men with wives and families living at a distance, with whom, you may say they are hardly acquainted. Much of the illegitimacy of the county due to want of cottages; if young man could get a cottage he would marry. Again, a man labours till he is 60. Quitting service, he has to quit his cottage, and falls away into town. It would be a great advantage if he had a cottage independent of his service, a garden which he could labour and, continuing to live in the country, do odd jobs for

Want of cottages great evil.

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THE AGRICULTURAL LABOURER.

Want of day labourers.

farmers. Day labourers like this are not to be got. There are plenty of odd corners about farms on which such cottages could be built without inconvenience to the farmer. Many men would build cottages for themselves, if they could get stances, and there are building societies to help. If the cottages cannot be got in property, they should be held of the laird rather than of the farmer. The laird might make conditions so as not to hamper a farmer by filling up all the cottages with people who would not or could not help in farm-work. Such cottages as there are are mostly good; the sanitary authorities see to this. Some are not very good yet, but their sanitary condition is "not far out." Water supply is fair; dip-wells in many cases. For single men the kitchen is the general rule. Very few bothies, and they are dying out. Some young men prefer them, as giving greater independence, but farmers prefer not to have them, and the lairds, too, are discouraging them. A well-kept bothy is well enough, but that is not common. As regards the sleeping places—where men feed in the kitchen—there is a great improvement. They are very good in most places. The necessity of this is recognised. Indefinite engagements would be good for both sides. No fear of advantage being taken of master at harvest. Allowances a good plan; otherwise a man would have to range the country for milk and other things. A single man might lay by half of the money he gets. Many lay by as much as 20*l.* *per annum*. His expenditure might fairly be stated: Sunday clothes, 2*l.* 10*s.*; working clothes, 2*l.*; boots, two pairs, 1*l.* 16*s.*; shirts, &c., 1*l.* 5*s.*; washing, 1*l.* 6*s.*; pocket money, tobacco, &c., 2*l.* 10*s.*; total, 11*l.* 17*s.* But a married man, who does justice to his family, has very little to spare. The great evil, however, is the want of permanent homes. The absorption of small holdings into large farms is stopped. Hours of work are not so long; nothing to what they were. There is no late suppering of the horses here. Irons are not carried to the blacksmith by the horsemen; an "orra" man does that. Apart from the want of a home, a farm servant as well off as any other labourer, except that some of them have cleaner work. Railway servants, for instance, will get 15*s.* to 17*s.* per week, but then they will pay 10*s.* for lodgings. There are no difficulties about holidays. A holiday is never refused. Cattlemen get helped on Sundays by an "orra" man. Women workers are not to be got. There is not an out-woman in the two parishes of Banff and Boyndie. Allotments of half an acre are rather too much, unless a man has a family. (Mr. Hay thinks that half an acre is the proper size.) Many men, grieves most of them, have a cow. For her keep they have 10*l.* deducted from their wages. Others have one of the farmer's cows set apart for them, so much being deducted from their wages. Some do not want this. Where there is a large family it is a good thing. Mr. Joss says the size of my croft is 12 acres, and it is good land; I have paid as much as 2*l.* 5*s.* an acre for it. It is either too small or too large. If a man is to do nothing but manage his croft, he should have 20 to 22 acres. If he is to work at other things five acres is enough. A farmer will work five acres for you, and as he can do this at one "yoking" he thinks nothing of it. If you are to have a horse for yourself, have enough land to keep him fully occupied. The relations of masters and servants are pleasant enough in this district. The antagonistic feeling is in districts where large farms have a monopoly.

Cottages mostly good.

Very few bothies.

Approve of indefinite engagements.

Allowances.

Savings.

Expenditure of single man.

Great evil want of permanent homes.

Comparison with other labourers.

Holidays.

Want of women workers.

Allotments.

Cow kept sometimes.

Size of croft.

Relations pleasant on small farms.

12. Mr. W. J. McKenzie, *editor of the "Moray and Nairn Express," and himself a farmer, writes*:—

Houses.

What the Scottish ploughmen want:—Comfortable dwelling-houses, and more of them. There should be, at the very least, one married man's cottage to each hundred acres. The building of cottages should be encouraged by a loan from the Treasury at a low rate of interest, on the principle of the Artizans Dwellings Act.

Gardens.

That, in accordance with Sir Edward Birkbeck's English Act, compensation be given to occupiers of cottage gardens for crops left in the ground at the end of their tenancies; also that compensation may be claimed from occupiers for depreciating the value of the garden or neglecting its cultivation.

Wages.

That the established legal term for payment of wages in farm service be once a month, and that all engagements shall remain valid until terminated by a month's notice on either side.

That there shall be on every farm six registered holidays every year, the dates to be fixed so as to meet the convenience of different parties.

Holidays. Hours.

This is a ticklish point which Parliament cannot deal with satisfactorily, as the necessities of farm work vary with the seasons. Like the rate of wages, it must be regulated by an understanding between masters and men. If shorter hours are desired, they can easily be brought about without legal compulsion, only it should be quite clear that if a servant is asked to work extra time, he can compel payment for the extra hours, as in other trades.

These are in the main the lines on which the ploughmen regularly employed in working horses on the farm desire reform. They have no time to cultivate land of their own, and no desire. But for those of their number who have made a little money and would like small holdings of their own, the way should be made easy. It would encourage thrift in them, prevent depopulation, and make country life more attractive. Therefore we shall state shortly our opinion of what the Scottish county districts need.

Allotments.

For the benefit of day labourers and residents in small villages, as already commented on, facility to acquire allotments, as in England.

Small holdings.

A Small Holdings Act empowering the county council to acquire land in suitable localities, either by lease or purchase, for the erection of small holdings varying in size from 15 to 30 acres. The county council, according to the principle of Mr. Ritchie's Allotment Act, may acquire the land by voluntary arrangement, or, if necessary, by compulsion, and occupy the position of landlord to the occupiers in those cases where other arrangements cannot be made. The money for buying the land to be advanced by the Treasury at a low rate of interest, and at the same time a certain fixed sum per 100*l.* as an aid to provide buildings. [Many will prefer to lease the small holdings as tenants, because it is almost all a working man can do to find money enough for stock and implements, let alone buildings and land. A farm servant, if he begins early, may with strict economy save 160*l.* to 180*l.* by the time he reaches 35 years, but not much more, and only the steadiest, working horses on the farm will be the aspirants to small holdings, can do even this. That sum will be all required to provide stocking for a 15 to 20 acres holding. We see it is proposed that Government shall advance three-fourths of the purchase price of the land at a low rate of interest, and that the occupiers may be expected to advance the other fourth and provide buildings. Very few could do so in addition to the stock of the farm, and such a condition will render such an Act practically inoperative. The principle of the Ashbourne Act should be adhered to right through. Let us suppose a 20 acre holding at 1*l.* per acre. Price, 25 years' purchase = 500*l.* + 100*l.* as an aid to erect buildings = 600*l.* at 3 per cent. interest = 18*l.* rent, or, if sooner repayable, 3½ per cent. = 21*l.* rent. Many men would gladly go in for this. But if they have to provide, to begin with, one-fourth the purchase price, *i.e.*, 150*l.* + 200*l.* for stock and implements = 350*l.*, it will be in a great measure fatal to the scheme. Very few farm servants could aspire to such a holding. The providing of buildings is the greatest difficulty of all. If small holdings are to succeed, there must be some aid given. It can best be done in the way we have indicated, by adding the money to the purchase price. One hundred pounds advanced in this way would greatly aid a thrifty man in providing modest accommodation, especially as in many cases it might be possible to select land for a small holding on which a cottar's house already stands.]

13. Geo. Mackessack, *Ardgye, Alves, Moray, along with his father farms seven arable farms, with an acreage of* 1,750 *acres.*

Labour scarce.

Labour is very scarce; due to emigration some years ago; now to railways in course of construction; both ploughmen and casual labourers scarce; all the women's work that can now be got is got from ploughmen's wives; there is no immigration of women even in harvest time; men come from the high country of Banffshire before their own harvest is ready, this district being four or five weeks earlier; no difficulty accordingly in getting harvest workers at a wage.

Women's wages.

Women (day labourers), 1890–91, 1*s.* to 1*s.* 3*d.* per day; 1891–92, 1*s.* 6*d.*, this for winter wage. In hoeing time, 1890, 1*s.* 3*d.*; 1891, 1*s.* 6*d.*; 1892, 1*s.* 9*d.* per day. In harvest time (four weeks' work being guaranteed

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them), 1890, 2*s*. 9*d*.; 1891, 3*s*. 2*d*. When working at mill, 1890–91, 1*s*. 6*d*.; 1891–92, 2*s*.

In harvest time again they get 1*s*. of arles, and beer and bread, say, 1*s*. per week extra.

Labourers. A labourer engaged for the whole year to do any work, except with horses, some of them being engaged by the year, gets 2*s*. 6*d*. per diem in three winter months, 2*s*. 8*d*. in spring and summer; in harvest he got, in 1890, 22*s*. per week; in 1891, 26*s*.

Labourers engaged for a day only get 3*s*. per day, and 3*s*. 6*d*. when working at the mill; their harvest wages are, as already stated, for permanent, with bread, beer, and 1*s*. of arles; harvest labourers coming from a distance are lodged in bothies.

Ploughmen. Ploughmen, married: they are engaged at the March feeing market to come the following Whitsunday; in March 1891 there was a rise of 1*l*. on their wage for the year; in March 1892 a further rise of 2*l*.; and, again, before Whitsunday, another 1*l*.; the current rate is 14*l*. 10*s*. for half year; a cattleman gets 10*s*. more in the half year; a grieve gets 1*l*. more in the year than a ploughman; a shepherd gets same as a ploughman when engaged by the year; for the winter of 1889 he got 15*s*. per week; for 1890, 16*s*.; for 1891, 17*s*.; single ploughmen get 1*l*. 10*s*. in the half year more than the married; they live in bothies; they get no food in kitchen, as there is no resident farmer; on six of our farms there is no kitchen; there is an improvement in the bothies, which are now fairly comfortable; there are two common rooms, one for eating, and one for sleeping; the woman who milks the cows looks after the cleaning of them, and does some of the cooking; the men light their own fires.

Cattlemen. Grieve. Shepherd.

Single men.

Improvement in bothies.

Wages. As regards allowances they may be thus stated, viz.:—

	£	*s*.	
House and garden - -	3	0	in the year.
Meal, 66 stone - -	5	8	,,
Coals, 24 cwt. driven -	1	12	,,
Wood, 5 loads, driven -	1	0	,,
Potatoes - - -	4	0	,,
Milk - - -	1	0	,,
Total	£16	0	,,
Add 29*l*. of money for year	29	0	,,
Total emoluments -	£45	0	,,

Potatoes. The potatoes are allowed in this way: the master gives seed potatoes, dung, and land.

Milk. The milk is paid for, but at half market rates. The advantage of selling milk is that if milk is scarce, as at certain seasons it must be, there is not the same opportunity for disputes and grumbling, as if a certain quantity had to be given.

Holidays. The advantage of the half-price is represented by the 1*l*. stated above for a year. Ten and a half days must be deducted from the working year, viz., New Year, Christmas, March feeing market, summer holiday, one holiday after each of the terms, to enable men to go and pay bills, &c., two fast days after nine; these amount to 7½ days, and three days off for sickness on an average gives 10½ days. Under this deduction the wages above calculated give 17*s*. 10*d*. per week, with

Sickness. no broken time. Then, further, masters in case of more serious sickness, hold themselves bound to pay wages for three or four weeks.

Single men get the same quantity of meal and milk allowed them. They have no set allowance of fire or of potatoes, the latter they get three or four times a week.

Married men do not shift much. Married men do not shift much; on our farms 24 men with houses; at last term 18 re-engaged. This about an average. But of nine single men, four remained, five were new. Labourers with houses, too, do not shift much. Married men look out for good houses and stay. Houses are in good order. Size is

Cottage accommodation. generally two rooms and a bed-closet. Do not all have closet. No privies as a rule. Servants will not clean

Privies a nuisance. their privies. Would never build one for a cottage. Create a nuisance. Then there is a shed for coals, and a hen-house. No pigs are allowed. There are five married labourers on the farms with houses, *i.e.*, not ploughmen. They pay a rent, and if they get a house are bound to work on the farm. Other labourers come from Burghead and other villages. Single men shift

Shifting of single men no evil. a good deal, but this no evil; shift from mere love of change, and frequently come back again and again. Witness thinks this gives them experience, knowledge of the world. Quality of bothy accommodation makes no difference. There are no complaints of long hours at any time. Money is advanced between terms, 1*l*. or 2*l*. at a time. This is a regular thing, and no questions are asked. The general relations of employer and employed are very good. If engagements were not for regular terms, the farmer on the one hand might be left in the lurch at busy times, *e.g.*, harvest, while the servant might be dispensed with in dead winter months.

Advances between terms.

14. WILLIAM MALCOLM, *Inspector of Poor, Nairn; also farms* 400 *acres near Nairn, arable land.*

Scarcity of labour. Labour, *i.e.*, day labour is very scarce, and ploughmen and cattlemen not over abundant. To some extent this is due to temporary causes, but as regards

Causes of it. day labour, caused by the fact that cottages have been allowed to fall down, and day labourers have no place to live in the country. The men who are got are as efficient as formerly. Other districts in this respect are very like the Nairn district. Houses are being gradually built over the district. Not many bothies in

Not many bothies. the district, the kitchen system prevails for single men. No cases of married men living apart from their families. Very few women workers to be got, owing to scarcity of houses. In harvest it is exceptional to work extra hours. Children get a half-wage, and work

Children's labour. at any spare time they have; farmers are glad to get them, and they are glad to work. At 14 they begin to go out regularly, but the best are attracted into towns,

Go to towns to escape drudgery. not so much from money advantages, as to escape drudgery of country labour. This is fully as true of girls as boys. They do not seem to understand the trying conditions of town work. Cattlemen have no

Cattlemen's hours. set hours. No women work among the cattle. A good cattleman is left a good deal to himself as regards hours. In summer have very little to do on Sundays. In winter get an occasional Sunday, by ploughmen doing something for them. Where there are two cattlemen, one takes the Sunday work. Average

Wages. wages for ploughmen and cattlemen may be stated at 45*l*. for the year, including allowances. In hay-time the job of cutting sometimes let at 4*s*. per acre. Hired men in harvest get 26*s*. to 32*s*. per week, women 18*s*. to 22*s*. per week, without food. This rate is a great increase on the rates of two years ago, which were 1*l*. to 15*s*. respectively. As regards allowances, married men get two bolls of potatoes at lifting, and "harvest potatoes" for a month before the general lifting, just as they want them (a boll is 12 bushels). A grieve generally keeps a cow, which goes with the master's cows. Some of the married men keep a few fowls. No pigs are kept. Bees are very exceptional. The relations between employers and employed are, as a rule, good. Great annoyance has been caused of late years by servants at feeing markets engaging with several employers, and not coming home at the term.

General condition. The general condition of ploughmen, cattlemen, and shepherds should be good, and equal to that of the ordinary tradesman. Their wages and perquisites are very much better than they were 20 or 30 years ago, in many cases doubled. At same time, their style of living is very different from that of old, nor are they so provident. Indeed, in many cases the wages are all used up by the term day. The thrifty and careful man can, and does, lay something apart for the rainy day, or to better his position, but this is exceptional. The work of the farm has, year by year, been made much simpler and not nearly so laborious. Machinery has now taken very much the place of manual labour, and the implements used are of such a light and hardy nature to those formerly in use, that all things considered, farm servants should be as comfortable and contented as any class.

Cottages. Cottages for ploughmen have been improved and increased in number of late, but more of them are still required.

Cottages for ordinary farm labourers have been allowed to get into decay and become not habitable for many years. The labourer and his family have thus been forced to go into towns, which was a great mistake. He could always find congenial employment on the neighbouring farms, and his children engaged by the farmer, and from their youth trained to the work of the farm.

Small farms. Farm servants have chances of taking farms. It is, of course, exceptional for them to do so, but cases do occur. There is not much change in the size of farms. The smallest are in the higher parts of the district; run as small as 20 acres, but very few less than 40 acres.

Rent. The average rent is a little less than 1*l*. an acre. The wages, when not saved, go in tea, fish, and other extra articles of food to a large extent. The want of cottages,

Want of cottages an evil.

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and the consequent resort of labourers to the town is a great mistake. The labourers could always find congenial employment on neighbouring farms, and his children found work from their youth and learned farm work.

15. WILLIAM MITCHELL, *farmer at Portstown on Colonel Campbell of Troup estate, farms* 800 *acres in four separate holdings in parish of Gamrie, Banffshire.*

Arable and pasture; 200 or 300 acres in permanent pasture. The farms lie along the coast, near several fishing villages, and at west are bounded by high hill land. Gets plenty labourers, not from fishing population but from labourers who have houses in fishing villages, and from children and wives of small holders. These workers get 2*s.* 6*d.* per day, with food; women 1*s.* 6*d.*, with food. Women very scarce. The food is dinner and supper. Is bound to give breakfast also, but they generally take that at home. More cottages on farm than are required for servants. Sub-lets them to others. Most men on farm are single. Finds them cheaper. They do as much work, although they have not the same experience. All fed in kitchen of house. In farm-houses where witness does not live a housekeeper is kept to look after the men and to attend to the cows. They thus get better food than in a bothy. It is impossible now to get men to go into a bothy. Never heard any complaints about sleeping accommodation. The working of the Public Health Act has done much to improve this, although few yet would meet all its requirements. Farmers insist on better accommodation in all new steadings. Privies are generally provided, but are rarely used, except in coarse weather. The present system of engagements is the best. The market rate is made every six months; this is most satisfactory. A man going to market is open for competition. It would lead to difficulties if a farmer were to go and compete for his neighbour's men. Young men, who change most, are all the better for changing, and witness doubts if any alteration of system would make them more constant in their places. It would be a great thing if careful men who have saved money could get feus, say ¼ acre. They much prefer to have houses of their own. The crofters are the salvation of Gamrie; they make a nursery for labourers, and supply the best class of servants. Crofts are too big to give men while they are in service. When they retire they might take a croft of from 20 to 30 acres, and with a little assistance, either from family or from neighbouring farmers, they could work these.

Plenty of labour. Wages. Superfluity of cottages. Single men cheaper. Kitchen not bothy. Present system of engagements best. Feus an advantage for men who have saved. Advantages of crofters.

16. WILLIAM ROBERTSON. *Farmer at Linkwood, close to Elgin, farms* 586 *acres there and* 197 *acres further south some six miles. All arable.*

Labour is more plentiful this year than it was, but last year was the worst ever known in his experience. This year there is no difficulty in getting servants. Married men stay fairly well in their places. Has never had any trouble with servants leaving when wages are coming down. Is aware that engagements made at feeing markets are not always kept, but thinks that this does not happen where a master has the character of treating his servants well. Single men move a good deal; their treatment by the master does not make much difference on this. If the foreman leaves they all leave with him. They like to be free on the market day to watch the rate of wages that are going; they do not like to stop at a reduction. In Mr. Robertson's opinion engagements should be for no definite period. There should be a week's notice to quit on either side, and a week's wages should always be kept in hand. Mr. Robertson is not afraid of this leading to any sudden abandonment of service at special seasons, *e.g.*, at harvest, and consequent embarrassment to the farmer. There is no fear of this if servants are well treated. As regards harvest, servants should be bound to work extra for extra pay. The better disposed of them work as it is without complaint, but it is not very agreeable sometimes. They get no extra pay at present, but some refreshment is given. Relations of masters and servants are pretty good. Has had no trouble with servants, except one year, when he had a grieve who did not understand his work. As a rule finds servants willing to look after their master's interests, attentive and willing to do anything they are asked to do, if asked in a proper way. "They "take as much interest in my affairs, and put themselves "as much about for me as I would for myself." Does not interfere between grieve and servants. That is not a good plan. Men are more intelligent than they used to be. There need never be any trouble with them if the master manages them with good temper. Has always noticed that a servant who takes an interest in his master's affairs will never be out of place, and will always get 1*l.* more of wages. There is a deficiency of cottages. The best thing is if a family can be got for one of the cottages, a father and perhaps two sons, all to work on the farm; home associations are undoubtedly the best. Single men live in the bothy. Once or twice have had a married man among them, with wife and family living in New Elgin. The want of labourers' houses in the country makes labourers scarce. Bothies are in many instances more comfortable than they were, but could not say that there is a general improvement. The state of the bothy depends a great deal on how the men conduct themselves, and with a good foreman in the bothy, everything goes right. But one ill-conditioned man may spoil the bothy for all. Sometimes they prefer to cook their own food. At Linkwood the groom's wife looks after the bothy, cleans it, makes beds, bakes, &c. Besides that she looks after the poultry and assists in milking the cows. The milk and meal given out for the bothy are not measured. The extra meat is a bagatelle. In some bothies the men spend a great deal in groceries. They are bound to do so, if there is no one to prepare their food. This system, *i.e.*, system followed by witness, has all advantages of kitchen system, and, indeed, is more expensive to the farmer. The men sell meal sometimes. Their allowance is 33 stone in the half year, and they may sell about 10 stone. Some save a good deal of money. So far back as 1867, case of ploughman who lived in kitchen and had 10*l.* 10*s.* in the half year. That man kept himself well, and told witness he laid by 10*l.* a year. They save money and retire into towns, doing odd jobs. If there were cottages to be had in the country they would go to them, and be available for work as country labourers. The cottages are fairly well kept, and gardens also. Some take a pride in them, some do not. A good ploughman will get altogether, including all allowances, more than 45*l.* a year. Men are in stables at 5, but not at work in the field till 6.30. The precise time a man is at work depends upon how far he has to go to his work. As regards the grooming of the horses, it depends on whether a man takes an interest in his horses or not, how this part of the work is done. If a man does take an interest, he does not require to be told what to do or when to do it. Horses are sorted at seven as a rule in the winter. The men's irons are sent for them to the smithy, which is a good way off here. But even if it is close this should be done for them. When a man has done a good day's work he should not be asked to do this.

Labour not scarce now. Breaches of engagement do not happen where master treats servants well. Approves of indefinite engagements. Extra work for extra pay at harvest. Servants willing to look after master's interests.

17. JAMES SCOTT. *Farmer on Tearie, Moray, from Lord Moray.*

Farmed in district for nearly 40 years. Labour much scarcer; contracts not kept when made in consequence. Very difficult to get outworkers. Cause of this, over-education, which leads them into towns to shops, telegraph offices, &c., and tempts them to despise manual labour. This specially true of girls.

Labour scarce. Cause of this.

18. A. B. STUART. *Inverfiddich, Craigellachie, Banffshire, farms* 180 *acres, and has* 1,000 *acres hill pasture. Secretary Spey, Avon, and Fiddichside Farmers' Club.*

It is difficult now to get trained servants; they are not brought up as children now-a-days in the country; they live in villages for the lack of cottages in the country. The best servants used to be raised in the country in their fathers' cottages, the fathers being themselves ploughmen or labourers, or perhaps crofters. There is the very greatest difficulty now in getting harvesters. Twenty, or even fifteen years ago, men stayed better in their places, and took more interest in their master's work. That is due simply to the fact that they are not brought up to farm work as they used to be. Ploughman, with witness, will get £15 10 0 in the half year. He will also get 3¼ bolls of meal - - - - - 3 5 0
Three English pints of warm milk daily - - - - 2 5 6
Potatoes as he requires, say - - 0 10 0
Total - - £21 10 6

Trained servants scarce. Wages.

They live in bothy, because there are no cottages to give, and in addition to what has been set down they get fire, lodging, and service. In the bothy it is the rule in Banffshire to give service, *i.e.*, a woman to

Bothy kitchen.

Cottages deficient. Bothy. Improvement in bothies. Witness's system. Savings. Extra work.

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cook, clean, &c. The kitchen is, perhaps, more common in Banffshire. Either is good if well managed. Three or four holidays might be given to each servant in the year. Witness does so himself, but a regular holiday or half-holiday for all would not do, because stock and horses must be looked after, and there would be no one left to do it. The terms of engagement should be indefinite. Notice of a month or a fortnight would be sufficient. Men should be paid once a month or fortnight, an instalment always being kept in hand. At present the men like to take the chance of the market. There is a sort of code of honour that if one goes, all go. Sometimes bring back from the market the very men who went there in the morning. I am not afraid of such a system leading to any difficulties at harvest; I am not afraid to risk it; that idea is a mere bogie, there is nothing in it. Married men are not and should not be in the same position. They have houses, and they have not the same tendency to move. Their terms of engagements, *i.e.*, engagements by the year, made in March, and lasting from Whit Sunday to Whit Sunday, are well enough. Their wages should be paid monthly or fortnightly like the single men. Men often get advances at present. It is quite a custom to give them. Men do save and take small farms, but they are difficult to get, for small farms are still being thrown together. A but and ben with a bed-closet is the best type of cottage. Anything more is too expensive to furnish, and gives a deal of trouble to keep. Duke of Richmond's excellent houses. There should be a garden extending perhaps to half-an-acre. Anything beyond that is an absurdity. "Three acres and a cow" may do for a villager; for a farm servant it is a piece of nonsense. The farm-servant could not manage it. There are no trades unions organised in the district. The Gowan Guild, which was started some years ago, was pooh-poohed by the farm-servants.

Holidays.

Favours indefinite engagements.

But not for married men.

Construction of cottage.

Garden, but nothing more.

19. JOHN P. STUART, *farmer at Orbliston, near Elgin, on the Duke of Richmond's estate.*

One of his Grace's largest farmers. Labour is scarce. This is due in part to emigration, and it is the best men that go. Employs nine married men, all with houses. Five or six in the bothy, single men; provides food allowances for them. Each man has a separate compartment to sleep in, a separate room partitioned off. That has existed at Orbliston for many years. There is more regard paid to the men's comfort generally now-a-days than formerly. Bothies are better. Kitchen system not so good. Would be impossible for witness, who has a big family of his own. Better accommodation in the bothy seems to make no difference in the migratory habits of the men. Single men move every half year. Married men stay better. They give and get three months' notice. Men will not re-engage before coming to the market. They want to see the ruling prices at the market. Breaches of engagement are very common at the market. Monthly engagements, *i.e.*, indefinite engagement with months' warning would be much better. Experience with domestic servants shows this. There is some plausibility in idea that a farmer might be thrown into a difficulty by his servants at, *e.g.*, harvest, when the work must be done without delay, but the period of notice would square this, and besides, servants would be careful about doing this, since a master, if inclined, might dispense with several during the dead of winter. At present there is a want of harmony between master and men. Witness's grieve agrees as to monthly engagements. Married men would remain on same footing as at present, *i.e.*, if not re-engaged in March, go at following Whit Sunday. Pays an allowance of 2*l.* to married men every month, but is averse to do that for single men. That is a general custom. A good cottage makes married men stay longer. Labourers get 2*s.* 8*d.* per day; that is the top wage. Women, 1*s.* 3*d.* Boys are not often got. When got, their wages are according to their strength.

Scarcity of labour.

Bothy, construction of.

Bothies improved; kitchens sometimes impossible.

Favours indefinite engagements.

Interim payments to married men.

III. MINISTERS.

20. Rev. T. BONALLO, *Minister of the Parish of Auldearn (Nairn).*

Where he has been for 18 years. The cottage accommodation is not good, although of late there is, perhaps, some little improvement. The cottages are in bad repair, and there should be more of them. The married servants live in cottages. The ventilation of the new cottages is good, of the old cottages bad. Unmarried servants live sometimes in bothies (but this is not now very common) and sometimes in the farm kitchen, where they get their meals and sleep in a room above the horses. The sleeping accommodation is bad. Would prevent this. As a rule, the relations between the farmers and their men are kindly. There are a few day labourers to be had in the village, among them some women, but in other parts of the parish day labour is very scarce, from lack of cottages. Considerable tendency to migrate into the towns. Better education gives them more opportunities of doing this. Is of opinion that, in so migrating, they do not take account of all the circumstances of the change, *e.g.*, they leave out of view their perquisites and allowances, comparing only their rates of wages. The general condition of the farm servants has certainly improved of late years. They are, as a class, rising in intelligence. Very few of the cottages have gardens. Cottages and gardens are kept in fair order. Cattlemen are in much the same position as ploughmen. On a farm of average size there is, as a rule, only one, and frequently there is no arrangement for his relief on Sundays, so that in winter time, when the cattle are in the house, he has no spare Sundays. The Gowan Guild has a few members in the district; for a time it existed as a literary society as well as a benefit society. Now extinct except as benefit society.

Scarcity of day labourers.

Few gardens.

Gowan Guild Benefit Society.

21. Rev. D. COLVIN, *Free Church Minister for 20 years in Alves, Morayshire.*

There is a general improvement in intelligence. Masters stand aloof from their servants too much; if they used their influence more, things would be much better. Increase of large farms may account for master's attitude. Bothies are improved, and are sometimes very good.

Relations of masters and servants.

22. Rev. W. HAMILTON, *Minister of Alves, Morayshire.*

There are a few small farms in the district, which are becoming fewer. There are not many such as a farm servant can hope to be able to take. There are very few cases of their doing so, and indeed, very few manage to save anything. It would be a loss to the men, a great loss, if they had to take money instead of their perquisites. All orders are given through the grieve; the farmer in this district generally farms on a large scale, and does no farming work himself. The masters do not associate with their men as they do in the south. There are not enough houses, *i.e.*, not enough for labourers; only sufficient for married servants. There are a few labourers' houses besides these, but too few, and they are diminishing in number as they fall out of repair. Old houses are in bad repair. There have recently been some fine new cottages built for married men, but there are very few casual labourers. The older houses are just a "but-and-ben," with sometimes a bed closet. The new cottages have more rooms, but they have too many corners, and the people complain that the rooms are not high enough. Stairs are not convenient for children. They are better in a sanitary point of view, but they are colder, frequently draughty, and generally not so cosy. Some keep their houses well, but their wives have a bad training, and many are thoughtless, and do not make their houses comfortable. Single men, as a rule, feed in the farm kitchen, but there are few single men, for there are cottages enough for the married servants, and the farmers prefer married men.

Few small farms.

"All money" a loss to servants.

Relations of master and servant.

Cottages few.

Bad repair.

Construction of new houses.

23. Rev. THOMAS PIRIE, *Minister of Knockando, Morayshire.*

Twenty-five years in parish. Chairman of Parochial Board. Cattle-feeding and barley-growing parish. Many small farms with two horses, worked by farmer and family. But small farmers emigrated, and farms thrown together to some extent. Complaints of scarcity of labour in harvest. Farm servants are, as regards comfort, "very well" on some farmers' cottages, but too scarce. Ploughmen live as single men on them, going home to wives and families, who live in Archiestown, a village in the parish, for the Sunday. Frequently go considerable distances, but this is a source of complaint. These men living on the farms do not live in bothies; they live in what I call "out kitchens," *i.e.*, separate apartments in the farm steading, one sleeping, one eating room, looked after by an elderly woman. No objection to this system, which seems comfortable and cleanly, and better than taking the men into the farm house. The men are well contented with it. Where they are cottages, they and their gardens are well looked after. The servants save money; even married men with families do so.

Small farms.

Cottages scarce.

Out-kitchen system.

Cottage accommodation not good.

Bothies not common now.

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Want of crofts and small farms. Character of servants.

But a great want of crofts or small farms for them to take. Sometimes two or three ploughmen will work a croft somehow among them while in service. The character of the farm servants is good. They are sober and industrious on the whole, better than in Banffshire, where Mr. Pirie spent the greater part of his early life. There is a lodge of Oddfellows in the parish, to which both servants and labourers belong.

24. J. WALLACE, *Evangelist in connexion with the Free Church of Scotland.*

Cottages. Privies not used. Bothies improving.

Familiar with whole district, in which he has travelled, holding services for farm servants in steadings. Cottage accommodation deficient, both in quality and quantity; but county council is improving the quality; but-and-ben with two bedrooms, all on the same floor, is the best type of cottage; it is big enough for the family till young people begin to go out for themselves. Privies the people will not use. Bothies are improving, but some of them are still very bad; the bothy system pure and simple, *i.e.*, where the men are left to themselves to cook their own food, do their own cleaning, &c. is most demoralising; the men are in want of any human sympathy or association; they feel themselves to be treated like beasts or machines. On the large farms this is worst. If bothies are cleaned up a bit, have a fireplace, and a woman to cook put in charge of them, they are not so bad, and indeed, avoid some of the evils associated with the kitchen system, *e.g.*, the intercourse with the female domestic servants. Causes of illegitimacy. The demoralisation consequent on the bothy system, the breaking up of family life for want of cottage accommodation, and the fashion of midnight courtship, are the causes of illegitimacy in the district; the last is only to be broken down by working on the public opinion of the class. Saving only possible for single men. Single men can and do save; they should lay by 100*l.* by the time they are 25; I did so myself. After marriage, if there is a family, saving is hardly possible. Advantages of allowances. Men are far better off with perquisites than with all money; it must be remembered in computing allowances that the farmers give very liberal measure. Hours of work. As regards hours, the whole work of a farm at ordinary times might be done in 10 hours' work; extra work should be done by mutual arrangement, and where good feeling prevails, there is no difficulty about this. Relations of masters and servants. The great thing to try for is more sympathy between men and masters; where masters take an interest in their men, things work much better; even bothy systems may be so managed as to lose almost all its evils; I know men feel kindness, and I see its effects in their staying longer where they are kindly treated.

IV.—MISCELLANEOUS.

25. WM. ROBERTSON, *grain merchant in Banff. For nine years a farm servant.*

Permanent homes wanted. Cottage accommodation is very defective, *i.e.*, in quantity. What a farm servant wants is a house held from the laird; the advantages of this would far more than counterbalance the disadvantages. Very few men who had given up their places would wish to stop in the houses; they would get a house as near their work as possible; but it would be a great thing to have some men besides the farm servants settled in the country, *i.e.*, men who had been servants, but had got old. They should have a holding that would keep a cow; in many cases employers would give the house work. Buildings re the difficulty. The building difficulty is the great difficulty; this is not so pressing in the case of crofts, where the crofter might do his own building, but when you come to small farms, "I do not see my way out." But for this building difficulty, the lands could be farmed to greater advantage in small farms, and yield a larger rent. The necessity for keeping population in country is admitted everywhere. The point is approaching at which labour for these large farms even cannot be got. Some such crofts as have been mentioned seem the best remedy. Lotted lands. Lotted lands do not meet the difficulty. The feus and the lots are not kept together; the feuar lets his lotted lands, and a farmer takes them; not many labourers take them; that is my experience in Aberchirder, but it may be different in the coast towns. Relations of masters and servants. There is room for improvement in the relations of masters and servants, but the fact that there never have been any trade unions shows that there is not much wrong. Half-holidays. There might be arrangements for half-holidays, but the law cannot interfere to do this; depends on good sense of farmers. It would be a great matter if men were paid extra for extra work; at present it is quite exceptional to pay extra, accordingly the work is done with a grudge. Had no idea of importance of this till he set up on his own account with servants under him.

26. G. PETRIE HAY, ESQ., M.D., *Forres, Moray. Also farms 500 acres in Banffshire, where he was born and bred.*

Labour scarce. Quality deteriorated. Labour is now very scarce, and must depend almost altogether on engaged servants. Proof of scarcity is frequency with which engagements are broken. The class of farm servants is not what it used to be; they drink a good deal now, even during the term; they get their wages in many cases monthly, and often spend a good deal in drink; at the same time, there is no such healthy occupation; no other class of labourers work under anything like as favourable conditions. Town lads soon grow into big burly men, *i.e.*, where they get their food in kitchens; bothy diet is not so good, it makes men phlegmatic; they live a great deal on white bread, tea, grain, &c., selling their allowances of meal, sometimes the greater part of it. Sleeping accommodation improving. Sleeping accommodation is improving; when new steadings are built, proprietor, architect, and factor are all concerned to see to this. Bothies are not much attended to by health officers. There is an improvement, but it is not great; it is very slow. Bothies. Bothies are much commoner in Moray than in Banff; it was in Moray that they had their origin in the importation of cheap labour many years ago from Ross-shire. Filthy habits of men. The great evil in bothies is the filthy habits of the men; has known washing arrangements, &c. broken up; men constantly make their water standing in the doorway, not taking the trouble to go outside. Cottages improving in Morayshire. Cottages are improving in Morayshire; the old houses, uninhabitable houses, have in a large measure disappeared; the accommodation in most cases is very fair; the state of repair good; generally two rooms, but often more; rooms 15 × 15, bedclosets 7 × 12; the drainage is good; the water supply is often doubtful. The allowances are better in quality and quantity in Banffshire than in Moray. Approves indefinite engagements. Idle days. An indefinite engagement would be better than the present system, which leads to constant changes, which again are productive of much evil. A farm servant has a great many idle hours and days; in winter in Banffshire, owing to weather, he probably does not work on an average more than four or five hours; in Moray, the climate being better, he works more; wages used to be 1*l.* or 2*l.* less in winter, just for this reason, viz., comparative shortness of hours. Promotion of servants. After 10 years a good farm servant will get "a charge," *i.e.*, will become a grieve; his wages become better, and in many cases he gets a cow kept. Labourers skilled in special departments, horsemen, and cattlemen will get, everything included, from 50*l.* to 60*l.*; shepherds 50*l.* to 55*l.*; ordinary labourers at the rate of 40*l.* to 50*l.*, but this employment is not continuous. Morality. Ordinary morality, putting fornication aside, is much worse than it used to be; petty theft not so rare as formerly. In judging of sexual immorality, it must be remembered that there is little or no prostitution; remembering that, condition of these counties is no worse than that of others.

V.—FARM SERVANTS.

(27.) JAMES WHYTE, *cattleman;* WILLIAM GREIG, *cattleman;* JAMES BEATTIE, *shepherd;* BRODIE TAYLOR, *ploughman. All these married.* ALEXANDER ALEXANDER, 23, *ploughman;* ALEXANDER HAY, 19, *ploughman;* WILLIAM HARPER, 19, *ploughman. All on Mr. Bruce's farm at Tochieneal, near Cullen, Banffshire.*

Want of cottages. Four hundred acres arable. Belongs to Lady Seafield. Supply of houses not equal to demand. Not more than enough for married men. Cottages for labourers are not to be had, except in towns, and that, of course, is at a distance from their work, and so they are not available. There is no general increase in cottages. Small farmers prefer a kitchen, for then they can work with lads rather than married men. No large farms in district. The farms in this district are not very large. There are no bothies. Bothy and kitchen. The lads have a common sleeping room. It is not often nowadays above the stable. Have seen it above a cart-shed. Kitchen far better than bothy. In a bothy "it is just brose three times a day." In the kitchen there is much more variety, and it is far better. In the new steadings the sleeping accommodation is better, otherwise there is no improvement, and in some cases it is most miserable. Cottages sanitary condition. The cottages are bad in sanitary arrangements, but an inspector never looks near them. We mean the old cottages. Sometimes they are just one room and

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a closet. We prefer "but-and-ben" with a closet to the houses that have upstairs accommodation. Stairs are not handy for young children, and as they grow older and have to be separated the boys must go out. The cottages now are all let to the farmer, and given as part of wages. It would be better if the proprietor would let them to the servant direct. When complaint is made of a house now to the farmer the answer is "that is the owner's affair, I have nothing to do with the houses," and the servant again has nothing to say to the proprietor. Money for all and no perquisites would never do. Lads would not have it either on any account.

Should be held of laird.

All money would never do.

At present advances are made of wages every month, but something is always kept up. Engagements should be indefinite, with a month's warning, and everything paid each month. If the houses were taken from the proprietor this system would apply to married men also. There should be some law about holidays. Some masters always refuse them. There could not be a general half holiday, but there might be one for half the staff every fortnight. That often enough. On Sundays one man in five will need to work a few hours. The horses are out in summer, but they require some attention. In many cases water has to be pumped for them. Cattle with us are, to some extent, in the house all the year, and from the end of August to the May term a cattleman never gets a Sunday. Horses with us are groomed and suppered when they come in. We just give a look at them before we go to bed. To this there is no objection. In the middle of the day we have, nominally, two hours; it comes down generally, however, to three quarters of an hour, after horses are fed and groomed. Ten hours work should be all. In winter men have to be in stables at five just the same, and begin threshing or some such work at six. The only difference is, perhaps, an hour in the afternoon. Cattlemen have no set hours. Some of them are well enough. There is no extra pay for extra work in harvest, and extra work is always required. Sometimes men do not get even extra meal. Hours the same for shepherds as for cattlemen. The gardens attached to the houses should be larger. There is no encouragement to keep garden well. If you put in any manures no compensation for them. Servants are not allowed to keep pig. Few poultry. Not many servants belong to Oddfellows Society. Crofts might in some cases be taken, with the help of friends, five to six acres, if such were to be had. They are getting scarcer. Those that have them earn a decent livelihood. If a man begins to fail a farmer will not keep him. On such small crofts the occupant might quite well be required to put up everything except the house. A handy man could do it easily. One reason of servants being badly treated is that men not accustomed to farming, merchants, and such like, held farms when times were good, they found themselves in difficulties, and their servants suffer for that in all ways.

Approve indefinite engagements.

Holidays.

Hours of work.

Winter hours.

Harvest hours.

Desirability of crofts.

Ignorance of farmers makes them treat servants ill.

(28.) GEORGE ANDERSON, *Grieve Home Farm of Drummuir, Banff*: ROBERT BLACKIE, *ploughman at Westertown, Botriphine, Banff.*

There is great scarcity of houses. Both are against bothies. Even the best are bad. It leads to looseness and disorderly lives. In the kitchen the eye of the master and mistress is upon them to some extent. In the sleeping accommodation there is room for improvement, and the local authority should look to this. There is improvement already. The best cottages are those with two rooms and two bed-closets, all on one floor. Many are just a room and a closet, many just a but and a ben. These too small for decency where a man has a family. Ploughmen should hold houses from the laird, and if there was a proper supply there would be no difficulties with the farmer on this account. A few crofts of five or six acres would be "the thing." Now, when such a croft is vacant, there are 20 applicants for it. Small holders can pay more rent than large farmers. Land in district is fair, but seasons are late. Grows oats and green crops on a five-shift rotation. Buildings are the difficulty, but on a small croft, five or six acres, the crofter, getting a lease, could put up his byre for himself without assistance. On larger crofts, 20 to 50 acres, he would be well content to borrow from the State and repay by instalments. The landlord to have the power of acquiring the buildings under conditions as to repayment. There is good feeling in the district between master and man, quite different from Morayshire. Any kindness or service done to servants more than twice repaid. Blackie gets 25*l.* and the keep of a cow, besides his other allowances. Wages should all be paid in money, but the master should be at liberty to sell goods to servants. A man and a pair of horses should do as much in nine hours as they do now in the whole day. Might begin a little later in the morning. But harvest should always be excepted. No extra pay given to engaged men at harvest now; it is not needed. Take good with bad weather, the work is not excessive even then.

Scarcity of wages.

Evils of bothies.

Construction of cottages.

Houses should be held from laird.

Profits.

All money should be the rule.

Shorter hours feasible.

29. WILLIAM ANDERSON, *ploughman, married, on Inverlochy, two miles from Elgin;* WILLIAM CHAPMAN, *ploughman, married, on Oldmills, partly on the burgh lands of Elgin;* ALEXANDER ROBERTSON, *ploughman, married, also on Oldhills.*

Not enough houses, and getting fewer; those that are, are in bad repair. Sanitary inspector ought to interfere, but does not come. Water supply is good. Married men, if they got good houses, convenient to steading, will stop. Otherwise a deal of moving. Monthly engagements would improve this, and would be applicable all round. Bothies are the rule for single men, and are increasing; they are less trouble to farmers; all the cooking is done by the men themselves in them. They will spend from 2*l.* to 3*l.* for groceries in six months. There is an improvement in the sleeping places, but there are still some places really not habitable; no fireplace, and drift comes in. Perquisites better than all money. Chapman and Robertson get all money, but would prefer perquisites. With them men paid 15*s.* to 17*s.* per week, and a house. This equivalent to wages and allowances paid elsewhere. Orra labourers are plenty, so near Elgin; women are plenty. Men work about 13 hours a day. If 10 hours were the rule, and it is enough, an extra man, a stableman, would be required. Small farms are very scarce. There are lotted lands at New Elgin, three to six acres, held by old farm servants, who work at labouring jobs; some are dairymen, feeding their cows in byres. Their children come into towns. Great thing for farm servant is to get a bit of land on lease; there is no doubt a difficulty about buildings, but the tenant would, in many cases, put up his own buildings, while in many cases there are still remnants of old buildings standing that could be put right again without much trouble. Small holders could afford to pay more rent. Holidays are a matter that would need to be arranged by master and men. Societies have not succeeded because men have too far to come. If there were half-holidays, men could attend meetings. The expenditure of a man with a family will be, per month:—

Cottage accommodation.

Indefinite engagements.

Perquisites preferred to all money.

If hours shortened an extra man would be required.

Crofts.

Holidays.

Expenditure.

	£	s.	d.
1 boll of meal	0	19	0
Milk, 2*s.* per week	0	8	0
4 stone of potatoes	0	4	0
Tea, sugar, and other groceries	0	10	0
Fire	0	6	0
Total	2	7	0

This is where there are no allowances, and will only leave 7*l.* 16*s.* for all other expenses, if wages are taken at 15*s.* per week. When there are allowances it may be taken that they cover about half the meal, milk, and potatoes required for a man with a family, and two-thirds of his firing. Milk is generally bought at 1*d.* per Scotch pint. In Elgin you would pay 1½*d.* for that.

30. ALEXANDER GOODALL, *farm overseer, Colleonard,* and WILLIAM DUNCAN, *farm overseer, Paddockland, both on the Duke of Fife's property in Banffshire.*

Houses in the district are deficient in number. Not many being built. There is a want of houses for married servants, and very few for "orra" labourers. Plenty of farm servants' wives stop in Banff, Macduff, &c., whilst their husbands work as single men in neighbourhood. Many of the houses are old. In many cases nothing is done for them. It would be better if the farm servant had his house from the laird, and he could go directly to him for repairs. This would be better on the whole, except where the cottages were close to the steading, when the farmer should have control of them. It depends on circumstances whether wages should be paid all in money, or partly in allowances. Where food can be conveniently supplied from shops money would be better, but in many localities if food was not supplied to the men, they simply could not get it. Foreman should have a cow, often has. Goodall has a cow for which he pays the master 10*l.* a year for

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Crofts, method of working them.

grazing with his cows. He has his own byre. He gets 4*d.* a day allowed him for milk money. Duncan has a croft of seven acres, wife and lassie work it; gets a man to cut it. By arrangement with master does horse-work on it himself, and gets so much less wages. There should be more such crofts than there are. Would need to pay someone to work it if servant had not a family, or else make an arrangement with farmer. This might easily be done: "When folk are "agreeable, things are easily managed." It was usual in old times. Daughters, or it may be a son at home worked croft. Heap of discontent since it was given up. It was easy to get labourers then. Goodall does not agree with this view, thinks that if a servant looks after his master's interest, he has enough to do.

Hours.

No complaint about long hours. Men worked 11 hours not long ago. As regards the winter, in every case there is an hour less work than in summer. In many

Harvest work.

places not much to do in winter. In harvest there is very little extra work, it is "very exceptional." There is some; "a right man would never object to it." There are no unions in the district. Many of the

Monthly payments and indefinite engagement desirable.

young fellows belong to the Oddfellows. Monthly payment of wages would be an improvement. Plenty get it without any bargain. A good master always gives it. An indefinite engagement would be a good thing for good masters and for good men. In case of both witnesses two months' warning has been the condition of engagement. One has been 39 years, one 23, in the same place.

31. ALEXANDER MACKENZIE, *cattleman, married;* WILLIAM JAMES, *ploughman, married;* THOMAS MCCOOK, *cattleman, married;* JOHN RYAN, *cattleman, married;* JAMES NICOL, *labourer, widower; and* JOHN RYAN, 17 *years old, ploughman, and all in parish of Alves, Moray.*

Cottages deficient.

Many servants have a long way to go to their work, sometimes more than a mile. That is the case with the old houses; the new houses are put down more conveniently. Most of the houses are old, and are not in good condition. The water-supply is, in some cases,

Bothies not good.

bad; has been condemned by sanitary inspector. There are bothies in the district; the accommodation in them is not good at all; they are very "sober." There is not always separate rooms for eating and sleeping. There is a woman to clean them and to bake, and "whiles" she cooks the potatoes. There is a table and forms in the room, but the men just sleep at the end of the room. Neither farmer nor grieve ever looks

Kitchens being given up.

into it. It is better to feed in the kitchen; but kitchens are being given up as small farms go out. The men in the bothy have to buy groceries, tea,

Cottages better without room upstairs.

coffee, &c. The cottages are better when they have no upstairs room; good rooms are better than a number of rooms; a man cannot fit the furniture of more than two rooms conveniently. Men shift very much; if the houses were better they would stay better. They do

Relations of master and servant.

stay better on the Duke of Richmond's farms. The masters keep too much aloof from their servants; never speak to them; do not know them.

Indefinite engagements approved.

Indefinite engagements with monthly payments and monthly warnings would make men stay better. Advances are given, but the men have got to ask for them, and they dislike doing so. Monthly warnings would do even for

Payment in perquisites approved.

married men; it would encourage good men. Payment in perquisites is much better than all in money. If a man had to take everything in money, he would frequently be unable to get any milk to buy, and much time would be wasted in travelling to buy food. Owing to the situation of the cottages, men must be up at 4.30 in summer to be in stable by 5. A cattleman is rather better off; he does not begin till 6; but in winter he never gets a Sunday off. The master makes

Improvement except in masters' attitude.

no arrangement for him; one of the ploughmen may volunteer to help him. Things are improved in many ways in last 20 years; wages better, and accommodation, as a rule, is better; but the masters take less interest in the men. It is almost out of the question to take a small farm; they are not to be had. There is extra work in many cases at harvest; no extra pay, but

Wages 16*s.* 6*d.*

some refreshments in the field. A ploughman's wages, everything included, will come to about 16*s.* 6*d.* per week. It would not do to have general statutory holidays, and they are not wanted.

32. DUNCAN MACDONALD, *married, ploughman,* 30 years old; JOHN KELLO, 32, *cattleman; and* KENNETH MACKENZIE, *unmarried, ploughman,* 23, *authorised by meeting of farm servants in parish of Auldearn, Banffshire, to meet Assistant Commissioner.*

Servants are rather scarcer, due in some measure to local demand for labour on railways. There is also a feeling of discontent with the condition of a farm-servant's life and its hardships. The best men emigrate or go south into the police, or take service with railway companies; but many enlist. The conditions of the work are in many respects improved; implements are much easier to handle, and wages are much higher; but there are unnecessary pieces of drudgery involved in the work, *e.g.*, stables at eight o'clock, and jobs which have to be done after hours. All payments are by the half-year. Monthly payments would be much better for the servant, but it is not customary to have them. As it is, the servant, going on credit with his merchant, has to pay credit prices for goods, and is overcharged. There is a regular charge of ½*d.* for booking an order, *e.g.*, 2 lbs. sugar, *i.e.*, a purchase of the value of 5*d.* It would be desirable to induce men to stop longer. This might be brought about if engagements were for an indefinite period, with notice on either side of one month for single, three months for married, men with houses. At present no notice is given on either side, consequently no thought taken till a day or two before the market whether servant is to go or stay; the term coming round suggests a change, he throws up his place, and goes to the market ready to take advantage of the market rates. There would be no need of feeing markets if such a change were introduced. Woodmen who have no fixed engagements stay constantly for longer periods, indeed, seldom leave, although their wages are lower. This point of notice and monthly payments, the two points to which farm servants attach most importance. Under the Gowan Guild, a farm servants' association, a registry was attempted, but this broke down, as, from there being no practice of notice, neither farmers nor servants know till the term-day what they would require. The Gowan Guild is not flourishing in the district; it has become a benefit society only. A few Oddfellows in the district.

Improvement of conditions.

Monthly payments.

Indefinite engagements.

Gowan Guild.

There should be a limit to 10 hours actual work at all seasons. One man in three will do all Sunday work, *i.e.*, attend to the horses. Cattlemen are a good deal left to themselves as regards hours. In summer, when, as in most farms, the cattle are out, the cattlemen will be free every Sunday. In winter he will never be free, unless one of the other men helps him out of goodwill. In summer the cattleman does any other work there may be to do. Day labourers work for 10 hours, but they are very scarce. Married men get 12*l.* to 16*l.* of wages in money in the half-year, single men get 1*l.* or 2*l.* more. There is no difference made at any particular seasons. Of allowances married men get by the half-year: 33 stone of meal, one pint per day of skimmed milk, one boll, *i.e.*, 12 bushels or a cartload, of potatoes in the half-year, harvest potatoes, *i.e.*, 100 yards of a drill, to be lifted when they please, one ton to two tons of coal, and the cartage of sticks.

Hours of work.

Wages.

There is an improvement in the quality of cottages, but it is slight. Many dilapidated from age. Such cottages as there are are too small. The new houses are stone and lime; old ones, in some cases, clay and wood. In the new houses there is a room upstairs. This is desirable, for in many cases it is impossible to separate the sexes, if a man has a family. There are, as a rule, even in new cottages, no privies. This is much needed. The water supply is, as a rule, good, but there is no drainage. The single men sleep as many as five in a low small room in the steading, where you would strike your head if you jumped. Nothing to sit upon, no chairs; standing room, but no more. Meals are given in the kitchen, and single men prefer this, if the bothy, *i.e.*, the sleeping place, is good. They are not allowed, however, to sit in the kitchen, except at meal times. When there is a regular bothy, the men are not allowed into the kitchen at all. In the case of bothies, the men get an allowance of meal and potatoes three days in the week. A woman cooks the potatoes, but they frequently make the porridge for themselves. In some cases they must clean the bothies themselves. A few cottages have small gardens, but not many. They are rather neglected at present, but that again is due to the frequent changes. Grieves sometimes have a cow, which goes with the master's cow. Most keep poultry and sell a few eggs, but there is no profit, looking to the necessary expenditure on them. No pigs and no bees are kept. There is no sort of family attachment between men and master, but this is as much the fault of the men as of the master. The men get as much as they can from the masters, and the masters, on the other hand, do not look after the young men. Generally, conditions are better than they used to be. Wages are a great deal higher, and hours are shorter. Only a few manage to save. A single man

Construction and state of cottages.

Sleeping accommodation.

Bothies.

Relations of men and masters.

Expenditure of single men.

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should. His expenses may be stated at 2*l.* for boots, 7*l.* or 8*l.* for clothes, 1*l.* 10*s.* for washing, and 5*l.* as an ample allowance for pocket money, including his contribution to a benefit society. If there were more inducement to save, there would be more saving. If farms, small farms, could be more easily got, there would be more saving. There are cases where it is done, but the tendency is rather to throw farms together. Tea and bread are much more consumed than they used to be; allowance of milk given to ploughmen is not sufficient for a family, it is not easy to get more. Hence, porridge has fallen out of use.

Small farms desired.

Change in diet of the class.

33. JOHN ROSS, *grieve;* JOHN WESTON, *grieve;* and JOHN MACKAY, *grieve, in Alves Parish, Morayshire.*

There are very few houses in this district for labourers other than the married servants. Monthly warnings would be much better, *i.e.*, for good masters and good servants, who would understand each other better, and would not part so often. There would then be no need for feeing markets, and we should be better without them. It is a general rule for married men to get advances as things are; so do single men; they must buy groceries. The bothies are not what they should be. The master takes no interest in his men; there is an antagonistic feeling between them. Masters should use more familiarity. Some of them never speak to their men. Payment by allowances is "right enough." At a meeting of the Gowan Guild, when it was in existence, this matter was discussed, and the men unanimously took the view that allowances were far better than money. If a man did not get milk from his master, he would not get milk at all. On some farms here, the other system was tried, *i.e.*, the men were to get money for all their work. The men tried, and "they were not a week on it, when they gave it up." The general rule is to pay something for the milk, but nothing like its market value. There is no hardship about holidays. Men get all they ask for, shows or what not. The masters leave the men too much to themselves. This breeds an unsettled disposition that is bad. The best men try to get something else to do. As farm servants they get no encouragement. Good men are not recompensed. They see bad men getting just as good wages, and everything else as good as they themselves. The master makes no effort to keep a good man.

Indefinite engagements preferred.

Relations of men and masters.

Payment by allowances satisfactory.

Other systems tried and failed.

Holidays.

Relations of men and masters.

There is no organisation of servants. There are plenty of Oddfellows. The Ploughman's Union was started in the district, but it did not last long; it was thought it was not on a sound financial basis. The Gowan Guild is nearly extinct. The better men manage to lay by something; single men could certainly save.

Gowan Guild and Union.

34. JAMES SPALDING, *farm overseer, Sandlaw;* JAMES SELLAR, *farm overseer. Threipland, both in Boyndie parish, close to Banff.*

Not near enough cottages for married men, who have often to live apart from wives. Houses might be held from the laird, if there were plenty of them, but it would be or might be a serious inconvenience, as things are, if they were so held. Such houses would supply "orra" labour, and would ensure lads learning about country work before they went out as servants. As it is, coming from towns, lads have to learn everything from the beginning. If there were crofts, men would be willing to build the necessary offices on them, if the proprietor built the house. On such crofts as there are, the buildings are in bad order. Five or six acres is enough for a man working as a farm servant. "That is the remedy for the labouring classes." As men grew older, much better to go to these crofts, doing a day's work here and there, than to go into towns. That would keep up qualities of farm labourers, who at present are falling back. Bothies are going out. Sellar prefers bothies "for quietness' sake." Spalding "has no idea of them." Sellar thinks monthly engagements would lead to a farmer being "molested" at harvest time, and it would be awkward. Spalding approves of them. Ten hours is not too long a day, but as things are, men do not hurry, or do not make most of their time. Besides 10 hours of work in the field, you have half an hour in the stable in the morning, an hour at midday, and half an hour at night. If work were restricted to 10 hours, it might be better economised. Half holidays might easily be arranged. Not many farmers keep a man from a holiday. Saturday would be a very inconvenient day. It is a great thing for a man with a family to have a cow's keep. Some men keep a pig, but most of its food must be bought, and there is not much room for profit.

Want of houses.

Crofts.

Bothies.

Indefinite engagements.

Hours might be shortened.

Holidays.

35. THOMAS WILSON, *a grieve in the district close to Banff for thirty-five years up to last Whitsunday.*

Not enough houses; not enough for half of the married men. They live away from their families, and see them perhaps once a fortnight. Some are in bothies; some feed in the kitchen. The kitchen is preferred, but good domestic servants for the kitchen are now difficult to get. There is no improvement in the bothies; but in sleeping places, where food is given in the kitchen, there is improvement. Not many bothies, not one in every 12 farms. While men are better in a good kitchen, the young men feel more independent in a bothy. Cottages are generally fair. They are held from the master. "We can thole that." Monthly engagements would be good, if universal; but on trying it, found all men gave notice just before harvest, and again in spring, just before busy time. That would not be if it were universal rule. It would be good, if it were all round, *i.e.*, good servants would not change so often. There is no difficulty in getting advances of wages, even by the week, if wanted. Ordinary wages, including all allowances, for horsemen or cattlemen, will be about 42*l.* 16*s.* in the year. That is nearly 16*s.* 6*d.* per week. No labouring man in other employment has such wages. Men are fully as well, when employed as farm servants, as at any other employment. There is no complaint about length of hours, to speak of. Trades unions have often been "proposed," but never came to anything.

Bothies or kitchens?

Indefinite engagements useful if universal.

Comparison of farm servants and other employments

Unions.

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ROYAL COMMISSION ON LABOUR.

THE AGRICULTURAL LABOURER.

SCOTLAND.

REPORT

BY

MR. G. R. GILLESPIE
(ASSISTANT COMMISSIONER),

ON THE

ARABLE DISTRICTS OF ABERDEENSHIRE AND KINCARDINESHIRE.

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THE AGRICULTURAL LABOURER.

To Geoffrey Drage, Esq., Secretary,
Royal Commission on Labour.

5, Darnaway, Street, Edinburgh,
Sir, September, 1892.

In obedience to your instructions I have now the honour to present to you my Report on the arable districts of Aberdeenshire and Kincardineshire.

Characteristics of district.

(1.) Aberdeenshire is one of the most important agricultural counties in Scotland, as it is one of the largest. The staple is beef. It is cultivated for the most part on a six-shift rotation, the crops produced being turnips and oats, with a considerable quantity of barley. There is little or no wheat grown. As one comes southwards in Kincardineshire, some wheat is grown in "The Howe of the Mearns," but even there the quantity is inconsiderable. The general run of cultivation in Kincardineshire is much the same as in Aberdeenshire. On the south bank of the Dee close to Aberdeen, and again further south near Stonehaven, there are some dairy farms, but over the rest of the district there are very few.

Size of holdings.

(2.) The farms in Aberdeenshire are not large; a farm of 300 acres is an exception. A very common size is as much as can be worked by two pairs of horses, *i.e.*, about 160 acres. In Kincardineshire (evidence 41) there is a tendency, in the richer parts of the county, to somewhat larger holdings, about 550 acres; in other parts the average remains much the same as in Aberdeenshire. Dr. Alexander (evidence 32) furnishes some interesting statistics on these points. In some districts there are many small holdings or pair-horse farms, *i.e.*, from 60 to 80 acres, and holdings smaller again from 30 acres down to 5. This last class are frequently spoken of as "crofts" although they are almost universally held on lease, and the crofter legislation is not applicable to them.

Effect on relations of masters and servants, &c.

(3.) The size of the holdings seem to have a direct bearing on many of the questions which concern the Commissioners. It determines in some measure the fashion of housing the servants, the general relations of master and servant, the supply of labour, the permanency of servants in their places, and the prospects open to the industrious among them.

Centres of inquiry

(4.) I visited, in pursuance of the inquiry directed by the Commissioners, the following localities, viz.:—Turriff, Auchterless, Huntly, Inverurie, the Vale of Alford (including Alford, Monymusk, and Echt), Aberdeen itself, where I met several proprietors and farmers from some distance, and a large number of the members of the Union of farm servants of Aberdeenshire, Ellon, Methlic, Strichen, Mintlaw, Stonehaven, Laurencekirk, Arbuthnott, and Bervie.

Method of inquiry.

(5.) At these places I met members of all classes interested in the agriculture of the country, proprietors, farmers, and farm servants. There accompanies this a note of the evidence given by a large number of the persons who were good enough to come to see me. Besides these sources of information, I had conversations with many other persons, the result of which was more or less to confirm the views held by the witnesses, whose testimony I have recorded. Again I visited for myself, sometimes in company with the farmer or proprietor, and sometimes by myself, bothies, sleeping-places, and cottar-houses in different districts. These visits were frequently made without warning. I should like to say that I found all alike most anxious to give me information, and, what is of most importance, I was impressed with the kindly concern which proprietors and farmers, for the most part, exhibited in all questions affecting their servants, and on the other hand, by the intelligence and moderation displayed, as a general rule, by the servants in discussing questions in which their own interests were involved with those of others or even were in conflict with them.

General condition of farm servants.

(6.) The general condition of farm servants in the district is of late much improved. There has been a great rise in wages. One witness (evidence 26) remembers that 30 years ago a first horseman would only get 18*l.* in money in the year, whereas now he gets nearly twice as much. Another witness, a farmer (evidence 35), tells how in 1843 he had a foreman at 12*l.* of money in the year, with whose assistance he did all the work of the farm. In those days they rose at four to thresh, and servants did work which none of them now-a-days would do for three days without giving up their places. They are not turned out now to work in bad weather as they used to be (evidence 4, 17, and 40), greater consideration is shown to them in the matter of extra work; evening stables at 8 o'clock, a great source of complaint, are dying out, and the hours are "mending themselves" (evidence 31). Accommodation, whether in cottar-houses, bothies, or sleeping-places, has already been much improved, and there is likelihood of further improvement. "I hold," says a crofter or small farmer, who had been a farm servant, "that the farm servant "is the best paid man in our country."

Conditions on home farms no criterion.

(7.) I should notice that, in forming an estimate of the average conditions of farm service, and the feasibility of bettering these, I have paid but little attention to what I saw and heard of home farms. The conditions which obtain there, in the very common case in which the proprietor has resources other than his land, could not fairly be taken as a standard of what farmers are doing or can do. To expect small farmers to conform to any such standard would be unjust. I readily admit that the example of the proprietors may be useful, and the anxiety which they display for the well-being of their servants is not only creditable to themselves but probably does much to influence the conduct of other farmers, but it cannot be accepted as the actual prevailing rule of the district in which it occurs.

Relations of masters and servants.

(8.) My conclusion as to the general relations between masters and men is that they are good. It is, no doubt, the case that the farmer has in many cases in late years risen in the social scale, and farm life is not the family life it used to be. Some witnesses describe this change by saying that there is ill-feeling because the master is "haughty" (evidence 21). Again there is in agricultural life, just as elsewhere, more pushing and self-assertiveness than there once was (evidence 12). There is a struggle for "mair siller and less wark" (evidence 52). This, I think, is all that is meant by the representatives of the Union when they say (evidence 30), that master and servant are "naturally put in antagonism;" and, be it observed, they do not blame the masters. But in spite of this it was generally said, and I can substantiate it from my own experience, that relations were good enough where there was good temper. I found occasionally a young man who was smarting under some real or fancied oppression was ready to condemn the whole race of masters out of his limited experience; but men with more knowledge of the world were ready to correct the impression his story was apt to produce, and while they admitted that, of course, there were harsh masters and hard masters, at the same time there was little to complain of. The susceptiblity of the men to kindness is noted by more than one witness (*e.g.*, evidence 34, 57), and it is plain that it is the farmer's interest to treat his servants well (evidence 35).

Better on small farms.

(9.) The relations of masters and men are better, I think, on small farms and where the masters work with their men (evidence 14, 18, 48). This is very natural; in such cases, *e.g.*, in the small farms near Aberdeen, to the south, the servants are described as "a very contented lot." They stay better on small farms (evidence 17, 35), but it must be remembered that in many small farms the servants, if not sons and daughters of the house, are friends of the farmer, *i.e.*, *Anglice* "relatives."

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Supply of Labour.

On the matter of the supply of labour I would say much what I said in my report on Moray, &c. Land is not labour starved, although a statement tending in that direction was made to me (evidence 30). But farmers, unless in the neighbourhood of considerable villages (evidence 11) must engage servants to do all their work. They cannot get "orra labour" unless there happen to be crofters scattered among the farms a subject to which I shall return. One cause that has operated to make labour scarce is the want of cottages, another the greater desire and better opportunities of entering such services as the police and railways, which are both popular. Labour-saving appliances have enabled the farmer so far to meet this deficiency (evidence 7), and the change within the last few years from the five-shift to the six-shift rotation (whereby one-tenth more of the land is in grass) has also lessened the demand for servants (evidence 2). Since so much of the work once performed by orra labourers, frequently women, was light work, and is now done by regular engaged servants, farmers are able to employ more lads, or "halflins" as they are called, who engage at rather lower wages than full-grown men.

Efficiency of servants.

(10.) There is some complaint that servants are not so efficient as they were; it is said that they are no longer country bred, as they used to be, and come to their places without experience. I doubt if there is much foundation for this complaint. Again it is said that the men are now too much fed from grocers' carts (evidence 49), and that meal and milk no longer hold the place they did hold in a farm servant's dietary. In this, I think, there is more substance, and anything that would encourage this tendency is to be deprecated. That there should be some relief in the monotony of brose and porridge, no one will gainsay, but it is a matter of the utmost importance that meal and milk should be continued as the staple of a farm servant's food; and more so that his children should be brought up upon these things. That the deterioration has not yet, however, gone very far, may be indicated by the fact that a farmer in the Buchan district not long ago visited Gloucestershire in the hope of being able to secure some cheap labour. He returned without any, and explained the fact by saying, "I wadna hae them for naething." The race of farm servants in the district is undoubtedly a fine race, better, I should say, than anywhere else in Scotland. There are some complaints that the grocers' carts, which carry their goods through the country, do harm by conveying whiskey to the farm steadings, and the farm servants, it is said, resort more to the village on Saturday nights to drink. I do not think this can be said to be a habit, and on the whole I have no hesitation in saying that they are a highly sober class.

No want of labour.

Efficiency not much impaired.

(11.) On the whole matter then, I think, that there is no want of labour, and that, although there is more opening for lads, the efficiency of labourers is very much what it was, and fully as good as in other districts.

Conditions of Engagement.

Engagements.

(12.) The terms of engagement in this district are as in Moray, &c., by the year for a married man, and by the half year for single men. The same arguments are used here as I have set out in my report on Moray, &c., as to the advantages of an indefinite engagement with a month's warning. It is doubted whether, at least so long as the supply of cottages continues so scanty as it is, the proposed change could be applied to the case of married men.

Advertisement and registration.

(13.) Any such change would need to be coupled with the establishment of a system of registration. I found as I went further south in Kincardineshire that engagements are now frequently made through the medium of advertisements (evidence 20, 37, 39). Indeed two witnesses said that feeing markets had "begun to wear out." This is, however, I think, an exaggeration, for engagement by advertisement is seldom practised in the case of single men. The feeing markets are defended by some as convenient occasions for meeting friends and making holiday (*e.g.*, evidence 51), and one witness declared that he had seen more disorder at a meeting of Presbytery than he had ever seen—at least during the business hours—at a feeing market.

Wages and Earnings.

Wages, again as in Moray, are in the case of engaged farm servants almost universally paid to some extent in kind. The exceptions, where they get paid in money, are generally speaking on home farms (evidence 1, 5), cases which are not, as I have explained, to be regarded as typical. As was to be expected, I received very various estimates of the average wage, the divergence being due in part to the fact, that different rates prevail in different districts; partly to the different values that men put upon the allowances, which are, of course, liable to fluctuations in price, and partly to the different views which men take as to the average rate in a district where there are many differences, and where the extent of experience appealed to is infinitely various.

Various estimates. (a.) By proprietors, 53*l.* 1*s.* 11*d.* to 46 or 56. (b.) By farmers, 43*l.* 9*s.* 10*d.* to 56*l.*

(14.) Here are some of the figures given to me: First by proprietor (*a.*) 43*l.* 1*s.* 11*d.* (evidence 6); (*b.*) 46*l.* to 47*l.* (evidence 8); (*c.*) 32*l.*, plus board and lodging (evidence 10); this last I calculate at about 48*l.* to 50*l.*

Secondly, the farmers estimate wages thus:—(*a.*) 43*l.* 9*s.* 10*d.* (evidence 42); (*b.*) 17*s.* to 20*s.* per week (evidence 41); 45*l.* (evidence 51); 45*l.* 8*s.* 0*d.* (evidence 39); 18*s.* per week (evidence 35); 48*l.* (evidence 57); 33*l.* 6*s.* 0*d.* in money, plus allowances (evidence 34, the evidence of a minister who once was a farm servant); 49*l.* 10*s.* 0*d.* (evidence 48); 1*l.* per week (evidence 33); 56*l.* (evidence 53).

(c.) By farm-servants. 40*l.* 17*s.* 6*d.* to 45*l.*

Thirdly, I take the evidence of servants or servants' unions. These put the figures at 40*l.* 17*s.* 0*d.* (evidence 14); 40*l.* 18*s.* 0*d.* (evidence 30); 44*l.* 12*s.* 0*d.* (evidence 18), and 45*l.* (evidence 21).

Rate where all money is paid.

(15.) I find also that when wages are paid all in money the rate is 17*s.* with a house per week, or 18*s.* without a house, that is, 44*l.* 8*s.* 0*d.* or 47*l.* per annum (evidence 29). This figure is given to me by the Union (*see also* evidence 13).

Average not less than 45*l.*

(16.) I think it would be fair to take the average all over the district as equivalent to not less that 45*l.* per annum.

Cattlemen rather more.

(17.) These are the wages of a married ploughman, and a good ploughman; cattlemen get rather more, especially if they are men of experience, and in charge of the valuable herds, of which there are so many in the district. Grieves will get from 2*l.* to 6*l.* more in money according to their experience and responsibility.

Single men.

(18.) The wages of single men are calculated to come in the result to much the same as those of the married men. As a rule a single man gets more money, and besides his money gets his board and lodging. The difference in money is sometimes considerable. In Kincardineshire the excess is about 8*l.* a year (evidence 8), and there a single man will get as much as 38*l.* in money. The case of one farm was quoted to me, where eight ploughmen were employed at an average money wage of 34*l.* (evidence 8). Among single men, it must be remembered, that "halflins" or lads fall to be reckoned; they only get from 24*l.* to 28*l.* a year.

Higher rate in Kincardineshire.

(19.) I incline to be of opinion that the rate of wages in Kincardineshire is higher than in Aberdeenshire. The figures of 34*l.* to 38*l.* quoted in the last paragraph are taken from Kincardineshire.

Other labourers.

(20.) Of other labourers employed in country work I find that roadmen get 18*s.* a week (evidence 7). Woodmen 15*s.* with the prospect of a pension (evidence 12). Drainers about 6*l.* per acre. Dyke builders 10*d.* per yard, which they reckon at 4*s.* per day. Contracts for cutting in harvest are at 12*s.* to 14*s.* per acre (evidence 12), and for hoeing turnips 13*s.* per acre (evidence 7). Women workers get 1*s.* 6*d.* to 1*s.* 8*d.* per day (*e.g.*, evidence 11). Orra labourers, who are often crofters, will get 2*s.* 6*d.* to 3*s.* per day with their dinner (evidence 52). Near Aberdeen and near Stonehaven there are dairy farms. These are often worked by the family, but women who are engaged by the year get about 20*l.* with board and lodging; women who come to the farm for a few hours to milk the cows get 12*l.* a year, being paid by the month (evidence 10, 22).

Interim payments.

(21.) Wages are only due in the general case at the term, *i.e.*, every six months. It is, however, a very general practice for farmers to advance to their servants every month a certain proportion of their wages, sometimes 1*l.* sometimes 2*l.* Such interim payments are occasionally matter of bargain, and I think I might safely say that they are never refused to married men when asked, even although there has been no stipulation on the subject. It is not common to pay single men anything, and this is made matter of complaint in many districts. Where monthly payments are made there is far more peace, and far less shifting, says the factor for Strichen (evidence 11). The farmers' objection to payment is the risk which they think they will run of desertion of service.

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Desertion of service.

(22.) Such desertion of service, in which term I include failure to begin a term of service according to engagement, has, I am sorry to say, been found common of late years (evidence 38, 58), and some remedy is urgently demanded by the farmers. Imprisonment is no longer competent and, arrestment of wages is also illegal. In these circumstances the farmers are helpless against what is often a serious hardship to them, and an inexcusable offence by the servant. It is suggested that it be made allowable to arrest wages in execution of a sheriff's decree for any damages that may be incurred by such desertion.

Migration of young men.

(23.) The migratory character of the young men is as conspicuous in this district as in Moray. They change at almost every term. The indefinite engagement with a month's warning is recommended as a remedy for this, the reasons by which it is supported being the same as those I have already set out in my report on Moray, &c. It is worth noticing that in two districts, viz., that about Strichen and Mintlaw, and that near Stonehaven, I found that the young men stayed better (evidence 1, 17, 20, and 45). Those who gave me the fact were not very clear as to the cause, but it is possible that the prevalence of small holdings, and crofts, and comfortable cottages in the former district, may account for it there. The relations of masters and servants are perhaps more cordial there, that again being caused by the fact that holdings are small; "masters here are not so ill to please as some," says one farmer (evidence 45); "we try to do them justice" says another (evidence 35). In the Stonehaven district it is the cordiality of master and servant that is assigned as the cause; but I am not sure that in this district it is so well proved that servants do, as a general rule, stay longer. I rather think the witnesses may be speaking from a very small induction.

Savings.

(24.) That men with such wages, while they are single can save, is plain. A table prepared by Dr. Grey, minister of Auchterless, himself for several years a farm servant, shows this (evidence 34). That many do is certain. One case was quoted to me of a lad who had to a large extent maintained his mother, a widow, from the time he was 15, and by the time he was 25 had saved 240*l.* (evidence 52). The necessary expenditure of a young man in the year is calculated by one of themselves at 8*l.* 5*s.* per annum (evidence 31). That the men do not oftener lay by money is explained to be due to the absence of a strong inducement to do so, viz., the prospect of getting a croft or small farm, in which to invest their savings.

Allowances.

(25.) Before leaving the subject of wages, there is an important point to which the attention of farm servants and their employers is much turned. viz., the payment of wages in part in kind. These payments, stated generally, are for married men, 6½ bolls of meal—the boll is 10 stone (140 lbs.) and the value may be taken at 16*s.* It is at present at 20*s.*, but that is said to be abnormal. Milk, 1, this is new milk, Scots pint per diem, *i.e.*, 12 gills or 3 English pints, the value being about 4*d.* A house and garden, coals, generally a ton, which is driven by the farmer along with firewood, value, say, 23*s.* Potatoes, sometimes a load, sometimes so many yards of drill, value, say, 1*l.* 10*s.* Men who are fed in the kitchen get no allowances, those who live in bothies get meal and milk, like the others; they use their milk, and as a rule sell half their meal, sometimes receiving money for half of it direct from the master. Married men in some places get their breakfast and dinner in the farmers' kitchens, the object being to ensure that they are well fed for their work; the farmers have little confidence in their wives' ability to prepare their husbands' food properly. In such cases the men receive only one-half of the allowance of meal and milk given above.

Should such payment be discouraged?

(26.) It is a point that has been much debated as to whether such payment in kind should be allowed to continue. Not a word is anywhere said against the quality or the quantity of the allowances. The argument against them seems to be that with payment "all in money" there would be greater independence in the farm servant. I say that this "seems to be" the argument, but I so rarely heard anyone support the abolition of allowances, and those who did were so seldom able to give any reason for their faith, that I may have misapprehended the contention. I can to some extent understand how the tenure of a house from a master may be made a means of oppression, but how the receipt of a boll of meal in place of 16*s.* or a pint of milk in place of 4*d.* can do so puzzles me. In some places payment in money is made (evidence 72, 76), but this is generally on home farms, which, as I have already explained, I do not take as a rule for the general case.

Farmers prefer money.

(27.) There can be no doubt that masters would be glad of the change (evidence 12). This was stated to me over and over again. It would save them a good deal of trouble, for they would be able to give up in most cases almost all their cows, which at present they keep for the sake of paying their servants.

Feeling of servants very strong against money.

(28.) The feeling of the servants themselves is quite unmistakeable. I cannot indeed say, as I said in Moray, &c., that there is unanimity on the matter, but there is something very like it. I met in Aberdeen a number of members of the Farm Servants' Union. None of them were, at the time I saw them, in service as farm servants, although all had been. They at first expressed themselves as in favour of all money, but after a little talk showed considerable signs of wavering, and admitted, that with milk there would be a difficulty (evidence 30). At a meeting I had with members of the same Union in Huntly, who this time were all genuine farm servants, they declared themselves in favour of the allowances, and stated that the Union, which at one time advocated their abolition, had now given that up (evidence 25). Again some other members of the Union said that while the Union was for "all money" they individually preferred allowances (evidence 24). There was a difference of opinion at Ellon (evidence 13), and at Alford I found the solitary instance of unanimity in favour of "all money" (evidence 18). As against this I refer to the cases in which a preference for allowances was expressed (evidence 19, 24, 25). Others say, "We must have the allowances, "we could not do without them" (evidence 14); "we "would not on any account do without allowances" (evidence 15). "I never met any man who would take "all money" (evidence 16); "it is just an impossibility" (evidence 16). Another servant tells us of the experiment having been tried, but men could not be got (evidence 26). Another puts the matter in a different, but quite as strong a light, when he says that even if the system of "all money" were better for some, it would be a great hardship on others if it were forbidden (evidence 17).

Farmers' testimony.

(29.) These references are all to the evidence of servants. Several farmers give testimony as emphatic to the dislike of the men to any such change. One has tried it, and gone back to the old system, even where the men were selling their meal; the men insisted on it (evidence 55). Others have offered it, and their men have refused it (evidence 45, 52). Others who have tried it had the greatest difficulty in getting their men to accept it (evidence 39, 41). Another, speaking of the difficulties of a change, calls it "a mere impossibility" (evidence 54). While, lastly, one sums up the matter by saying that any interference with allowances is uncalled for, and would be mischievous to the men (evidence 42).

Conclusion.

(30.) I have pointed out the practical difficulties in introducing a system of "all money" payments in my report on Moray, &c. It is clear that the vast majority of servants would consider such payments a hardship; it is also clear that any body of servants can get it if they want it, for the farmers are willing to give it, and it is not clear what advantage is expected to result from the change. I lay out of account the testimony of the members of the Union, which was given to me in Aberdeen, for they all live there, and their conditions are obviously very different from those of dwellers in the country. But laying them out of account, there is hardly a voice left to support the proposal for change.

Bothies and kitchens.

(31.) The rule in Aberdeenshire is that single men live in the farm kitchen, *i.e.*, take their meals there, and are free to sit there till 9 o'clock; but in some districts, *e.g.*, about Ellon there are a good many bothies. In Kincardineshire again, bothies are almost universal. In a good many bothies the out-kitchen system obtains (evidence 40), that is, the woman in charge not only makes the beds, but also does the cooking, and this system is admitted to be the best system of disposing of single men (evidence 18, 21, 34, 46, and 52). Men prefer bothies to kitchens for the sake of the independence they enjoy (evidence 24, 41), but there is strong evidence of their demoralising tendency (evidence 40). Bothies are improving (evidence 16), and if a farmer has not a good bothy he will have to pay higher wages (evidence 31). One of the great difficulties is to get

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men to use the comforts and decencies provided for them (evidence 8, 34, 51, 52). Of this I saw a very striking instance; a proprietor put up about two years ago an excellent bothy with a kitchen, a foreman's room, and a bath and a store-room on the ground floor; up-stairs a sick-room and three separate bed-rooms; all the rooms were large and airy. At the date of my visit there were four men living in the bothy. None of them would go upstairs; they had dragged a bed into the kitchen, and while two men slept in it two others slept in the bed in the foreman's room. The bath had never been used since it was put in. There is a general improvement in bothies (evidence 16); but such results are discouraging.

Sleeping-places.

(32.) Much the same is to be said about the sleeping-places for men who are fed in the kitchen. There is an improvement there also, but there are still many bad places; I saw some on Lord Forbes' property which might fairly be called discreditable, The county council authorities are alive to their responsibilities in these matters, and are now moving in the inspection of bothies and sleeping-places, and the condemnation of those that are unsatisfactory. They have appointed a committee to consider the best plan for a model sleeping-place that they may report, and let proprietors and farmers know that the council is prepared to recommend and to insist on.

Hours.

(33.) The hours of work and Sunday hours are nearly the same as I gave in the case of Moray, &c., viz., 6 to 12 and 2 to 6 so long as the daylight will allow this. The only important difference is, that in some places ploughmen are not expected in winter to do any work except with their horses, and their labour is therefore limited by the daylight (evidence 13, 36). My attention was also called to the fact that there are many days in winter, or in other seasons, *e.g.*, before a late harvest, when the work about a farm is slack (evidence 19, 37, 40, 45). Men, no doubt, get some job or other to do, but it is not such as to constitute a hard day's work; it may be cleaning harness or twisting straw ropes. One set of witnesses calculates that taking one thing with another, farm servants do not work more than eight hours a day all the year round (evidence 58). Farm servants, however, urge strongly that their hours should be shortened, so that everything (stables, &c.) should be completed in 10 hours. Some say that as much work could be done as is now done, since men and horses could work more briskly, and they appeal to experience of cases, in which they say it has been tried (evidence 19, 29). Others maintain that hours should be shortened, but deny the possibility of doing the same quantity of work (evidence 14, 48). The length of hours does not, it is certain, impair the men's health, and to judge from their general intelligence and knowledge of current topics they have time for self improvement. One witness says the hours are "mending themselves."

Holidays.

(34.) A farm servant has a good many holidays in the year (*see* Report on Moray, &c.); one farmer witness in this district said that his men had five or six holidays since Whit Sunday (evidence 37). I did not hear much about the proposal for a half holiday; I think it is pretty generally recognised that no general half holiday on any particular day could be given. One farm servant in advocating a half holiday on Saturday innocently explained that the enjoyment of the half holiday would necessarily be a good deal curtailed, unless the Sunday immediately followed it, to give the necessary space for the recovery from its effects.

Cottage Accommodation.

Cottages.

(35.) To turn again to the case of married servants:—one important consideration in their case is the supply of cottages. Cottages are universally let to the farmer with his farm, and given by him to his married servants as part of their emolument. No rates are paid by the occupants; the cottages are assessed as part of the farm. It would be impossible to treat the whole district as one in this matter. In some quarters, *e.g.*, Strichen (evidence 11), Kintore (evidence14), and Monymusk (evidence 5), the supply is good. In others it is nearly sufficient *e.g.*, Mintlaw (evidence 1), in and about Alford (evidence 18, 58), Auchterless (evidence 34), Turriff (evidence 53), Stonehaven (evidence 6, 8), Huntly (evidence 15), and Methlic (evidence 19), it is deficient, in some of these cases very much so. It is not fair to attribute this deficiency to the inability or unwillingness of the proprietors to build. In many cases in which the proprietors are willing to build the farmers do not desire cottages (evidence 2, 7, 12, 48). They think, or at least they used to think, (for their views seem to be undergoing a change) (evidence 12), that single men are better servants than married men (evidence 1). Whether because they are more under the master's age, or are better fed in his kitchen or bothy than in their own houses, I do not know. Another reason for a want of cottages is, that in some cases men take engagements as single men, sending their wives to some little town at a short distance, because their wives prefer the life and gossip which they enjoy there to the solitude of the country (evidence 51).

Construction.

(36.) In the case of the older cottages, there are not, as a rule, more than two rooms, and this division is obtained by setting up the beds of the household in the middle of the one compartment of which the cottage really consists. There is no partition wall, and when the house is vacated it consists of the four outside walls and the roof. Houses of more modern construction have two good rooms and a bed-closet—generally two bed-closets. The most modern again have two good rooms down-stairs, and two, or even three good rooms up-stairs. This last variety, however, the people do not like, they prefer what they call the "cosiness" (what I should rather describe as the "stuffiness") of the oldest type of cottage, to the improved ventilation and sanitary conditions of the best type, and put this preference into practical effect by flitting, when they have a chance, from the new into the old (evidence 4). There is, of course, a difficulty in a poor man keeping a large cottage warm. The dimensions of the rooms in the new houses are very much as stated by Colonel Innes in Appendix B. The cost of furnishing a house with three rooms is put at 30*l.* (evidence 21) or 40*l.* (evidence 36).

Condition.

(37.) The sanitary condition of many of the old houses is not good. In the upper part of the Vale of Alford, for instance, they are in bad repair (evidence 18). In many instances they are badly set, having been built no doubt for the sake of shelter, under banks and in hollows where the water runs to them, and makes their mud floors constantly damp.

County council's proceedings.

(38.) The county council are fully alive to the importance of this question. I had the good fortune to meet both the Convener and the Vice-Convener, who explained to me that they were conducting a careful inspection of these cottages, as well as of sleeping-places and bothies, and were getting many remedial measures adopted. They further explained that it was necessary to proceed cautiously, and to give proprietors time to execute the necessary ameliorations; for, as they have only power to condemn, and no power to re-build, hasty action on their part might lead to further diminution in the supply of cottages, a result which all would deprecate (evidence 4, 44). The members of the Union whom I met in Aberdeen stated positively that sanitary inspectors would condemn 60 per cent. of the cottages in the county. I am satisfied that this is hyperbole. Indeed many witnesses of experience and moderation give it as their opinion that the measures adopted by the county council were not warranted by every-day experience in the country; that they proceeded on theoretical rather than practical considerations, and that to attempt to enforce to the full in country districts sanitary regulations meant for crowded cities would make country life impossible (evidence 4, 15, 40, 46). On the other hand the inspectors, some of whom I saw, seemed to me to be sensible men, and I heard a good deal, in a vague way no doubt, of the prevalence of inflammatory complaints (evidence 44), diphtheria and scarlet fever, in country places.

Small holdings.

(39.) Subjects of which I heard much in the course of my inquiries were small holdings and crofts. Let me say that by "small holdings" I mean pair-horse farms, *i.e.*, not exceeding 80 acres, and coming down to to 25–30. By "crofts" I mean everything between 5 and 25 acres. I attach no further significance to "crofts" than that of small size; in particular I do not mean to use the word in its technical legal sense, for I think almost all of the "crofters" in this district have leases.

Importance of them.

(40.) Crofts, says one witness, are the great point (evidence 15). They are supported on two grounds, both as being a useful reservoir and nursery of labour, and as an investment for farm servants, and hence an inducement to them to be thrifty. But to fulfil these purposes, they must be on good ground, and mixed up with larger farms (evidence 12, 15, 44). A crofter on a hillside has a miserable existence, for his croft will not keep him, and he is not within reach of labour. But where they are mixed up with larger farms they supply

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labour to the farmers, and their children are trained to trained to be the best class of farm servants (evidence 1, 2, 8, 40, 43, 44, 47, 52). The absence of crofts is described by large farmers in Kincardineshire to be a "serious evil" (evidence 41). Colonel Innes, of Learney, says that no estate is in a wholesome condition without them (evidence 7). Small crofters do pay more rent in proportion than large farmers; whether this is due to competition only, or to the fact that, as he works the ground himself, and works it more carefully, he can bring more out of it, is disputed. Several witnesses say he can pay more (evidence 19, 43, 27); some putting it as high as half more than the farmer; others again say he cannot, and say so very positively (evidence 19, 40, 49). I think that the two sets of statements may be reconciled by supposing the former to be thinking of fairly good land, well situated; the latter of the more common state of things, where crofts are carved out of hill land, and set down in groups, with no opportunity for the crofter to supplement his earnings from the croft by earnings as an "orra" labourer.

Best size.

(41.) While then there are many who advocate these small crofts of 5 to 7 acres, there are others who doubt their value (evidence 5), and think that nothing but a small holding is worth encouraging (evidence 16, 19, 24, 28). One witness again says that 15 acres is the best size, since that gives the landlord some chance of getting a return upon the necessary buildings, while it is as much as a poor man can stock.

Cost of stocking.

(42.) The cost of stocking may, I think, be put at 8*l.* per acre (evidence 1, 8, 43); the cost of building a dwelling-house, a byre and a barn, cannot well be put under 250*l.* (evidence, Appendix B., 1, 4, 7, 40). One set of farmers maintained that 5*l.* would put up all the buildings, (apart from the cottage) which a crofter requires (evidence 38), but I think they forgot the requirements of Dairy Acts and Public Health Acts, which have added much to the necessary cost of such buildings (evidence 4).

Crofts do not pay directly.

(43.) I think those are right who maintain that a landlord cannot put up buildings for such crofts, as a matter of business (*see* evidence 2), that is to say, expecting to reap a direct return from them. But the concomitant advantages may well make it worth his while to do so.

Conclusion.

(44.) I venture to think that a mixture of small crofts, small holdings, and larger farms is the best. An instance of a large estate, with a satisfactory proportion of all three, will be found given in the evidence 1. This case is encouraging, because, in the first place, farm servants are found to stay well in the locality, and to take small farms; and on the other hand, the rents of the small holdings and crofts are rising instead of falling.

Method working crofts.

(45.) A small crofter has to get the horse-work of his farm done by a neighbouring farmer. If he pays for this in money he pays 1*s.* 3*d.* per hour for the labour of man and horses; he generally, however, pays it by his own labour in return (evidence 17). As crofts get larger, the crofter sometimes has a horse which he lets out to his neighbour, or which works with his neighbour's horse. In some parts of Aberdeenshire a farm of 30 acres is worked by a horse and a stirk (Anglice an ox), and sometimes by cows. This last method is obviously economical, and is said to do the cows no harm.

Benefit Societies and Trade Unions.

Unions, &c.

(46.) There are one or two societies or unions in the district; many men belong to the Oddfellows. In Kincardineshire there is a benefit society known as the International Ploughman's Society; this is purely a benefit society, and several proprietors and farmers belong to it (evidence 41). The leading Aberdeenshire Union is that fully described in the evidence 30. Its objects are there fully set out. I doubt very much whether the chief organisers of it, who live in Aberdeen, and are not farm servants, know very much of the needs and desires of the class, or if they know them are very anxious to further them. I could see plainly from the attitude of the representatives of the branch at Huntly that they distrusted their Aberdeen brethren. In the Huntly district the Union is going down (evidence 10); it is dying out in Tarves (evidence 29). In many districts it has made an attempt to establish itself, but has failed. In its failure, if it be doomed to fail, it is only following the fate of three or four predecessors (evidence 13). The servants, I am told, do not trust societies, they doubt if they are managed for their benefit (evidence 53).

I have, &c.
(Signed) G. R. Gillespie,
(Assistant Commissioner).

APPENDIX A.

TABLE OF WITNESSES.

I.—Proprietors and Factors.

	Paragraph.
1. William Ainslie, Esq., Factor for Pitfour	1
2. Garden Duff, Esq., of Hatton	2
3. W. Fellows-Gordon, Esq., of Knockespock	3
4. A. M. Gordon, Esq., of Newton	4
5. Sir Arthur Grant, Bart., of Monymusk	5
6. Major Innes, of Cowie	6
7. Colonel Innes, of Learney	7
8. A. W. Kinnear, Esq., solicitor, Stonehaven	8
9. W. H. Lumsden, Esq., of Balmedie	9
10. A. M. Ogston., Esq., of Ardoe	10
11. John Sleigh, Esq., factor for Strichen	11
12. John Wilson, Esq., factor for the Duke of Richmond at Huntly	12

Note. — Nos. 6, 8, and 10 belong to Kincardineshire, the rest to Aberdeenshire. No. 4 is Convener of the County Council for Aberdeenshire.

II.—Farm Servants.

13. Charles Aitken, C.	13
14. George Aitken, P.	14
15. George Allan, P.	15
16. Alexander Angus	30
17. Allan Balfour, G.	16
18. Alex. Barclay, P.	18
19–51. Charles Barclay, P., and 32 others	19
52. George Bissett	30
53. George Black, G.	18
54. George Brown, P.	17
55. Alex. Cheyne, L.	17
56. William Christie, G.	27
57. William Clark, L.	18
58. John Coutts, G.	19
59. William Crichton, G.	18
60. Alex. Dallas, P.	24
61. William Davidson, P.	17
62. James Dunbar, G.	13
63. William Easton, G.	20
64. George Ellis, C.	29
65. James Fraser, G.	13
66. James Fraser, P.	18
67. John Flett	30
68. John Gardner, C.	13
69. Alex. Hadden, P.	13
70. Lewis Harper, G.	15
71. James Harvey, G.	18
72. John Henderson, G.	21
73. Gilbert Heron	30
74. William Innes, G.	13
75. James Ironside, P.	22
76. Andrew Irvine, G.	13
77. John James, P.	17
78. George Johnston	30
79. Peter Keith, P.	23
80. William Kessock, S.	18
81. Alex. Lamb, G.	2
82. R. Leith, P.	18
83. James Ligertwood	30
84. Stuart Longmore, P.	24
85. William Low, G.	24
86. George McGurrach, P.	14
87. A. S. Macintosh, L.	25

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	Paragraph.
88. R. Mackie, C.	18
89. George Mercer, P.	15
90. John Miller, G.	15
91. Alex. Milne, C.	25
92. Cumming, Milne, C.	17
93. William Milne, P.	17
94. And. Mitchell, P.	25
95. George Mitchell, G.	26
96. George Mitchell, ground officer	27
97. James Mitchell, G.	15
98. James Myles, G.	24
99. Alex. Mylne, P.	18
100. George Mylne, P.	18
101. Peter Paterson, P.	18
102. Alex. Pittendreigh, G.	22
103. John Rae, C.	13
104. Alex. Robertson, C.	13
105. Jas. Robertson, P.	18
106. John Robertson, G.	15
107. Nat. Robertson, P.	13
108. Wm. Robertson, G.	13
109. James Rothney, L.	17
110. David Shaw, L.	25
111. George Skinner, P.	28
112. Charles Smith, P.	24
113. Jas. Smith, P.	29
114. John Smith, G.	18
115. William Smith, L.	20
116. William Steven, S.	25
117. William Stuart, L.	13
118. And. Sutherland	30
119. Peter Taylor, P.	28
120. Robert Taylor, P.	18
121. William Thomson	30
122. Ernest Wight, P.	25
123. James Wight, L.	25
124. James Wilson, P.	25
125. William Wilson, G.	31

Note.—In the foregoing list, G. stands for grieve, S. for shepherd, L. for labourer, P. for ploughman, and C. for cattleman. Including the unnamed persons belonging to No. 19, there are 26 grieves, 1 shepherd, 8 labourers, 48 ploughmen, and 18 cattlemen whose opinions are recorded. Two of the list are "Minister's men," and 8 are labourers now resident and working in Aberdeen or its neighbourhood, who were at one time farm servants.

III.—Miscellaneous.

	Paragraph.
126. William Alexander, Esq., LL.D.	32
127. Rev. J. Brander, F.C. Minister in Alford	58
128. Mr. John Bruce	33
129. Mr. William Duncan	33
130. Rev. James Gillan, minister of Alford	55
131. Rev. Alex. Gray, D.D., minister of Auchterless	34
132. Alexander Hogg	59

Note.—No. 32 is editor of the "Daily Free Press"; No. 33, Mr. Bruce, is a retired farmer and bank agent; No. 33, Mr. Duncan, is a newsagent in Aberdeen; and No. 58, Mr. Hogg, is a sanitary inspector; No. 34 was once a farm servant.

IV.—Tenant Farmers.

133. William Beddie	35
134. Mr. Begg	36
135. Mr. Bissett	37
136. David C. Bruce	38
137. Patrick Dickson	39
138. William Duthie	40
139. William Falconer	41
140. John Forsyth	42
141. William Geppard	43
142. John Gow	43
143. George Grant	38
144. James Hay	44
145. William Henderson	45
146. Thomas Jamieson, LL.D.	46
147. Alexander Johnston	41
148. David King	47
149. John Lipp	38
150. H. McCombie	48
151. Mr. McHardy	45
152. Mr. Masson	36
153. James Merson	52
154. John Milne	49
155. A. Murray	27
156. John Murray	50
157. William Paterson	51
158. John Pirie	52
159. John Rae	41
160. John Runciman	53
161. William Scott	52
162. John Shand	54
163. William Sim	54
164. James Simpson	52
165. William Simpson	52
166. D. K. Stephen	55
167. Mr. Urquhart	45
168. George J. Walker	56
169. Mr. Wallace	57
170–187. George Wilken and 17 others	58

Note.—Of this list, eight, under Nos. 36, 43, 47, 50, and 54, were formerly farm servants, and three of these are crofters; No. 44 is deputy convener of the County Council of Aberdeenshire; No. 39 is a banker in Laurencekirk as well as a farmer; and No. 56 is a land surveyor and valuator.

Nature of estate. Crofts.

1. William Ainslie, Factor for Colonel Fergusson, Pitfour next Mintlaw, Aberdeenshire, and Alexander Lamb, his farm manager. Estate consists of 22,000 acres, rental about 22,000*l.* 429 tenants, including village lots; 184 feuars. There are 163 holdings under 10*l.*, 100 under 20*l.*, 64 under 50*l.*, 56 under 100*l.* Altogether there are 383 under 100*l.* The prevalence of these crofts and small farms makes it possible for many thrifty farm servants to get a "place" of their own. The servants stay well in this country; the prospect of these small holdings may be a cause of this.

Effect of small holdings.

Tendency to decrease.

But there is a tendency to decrease among these small holdings; that is caused by the more stringent requirements now-a-days as to buildings, which the proprietor cannot afford to meet.

Reason of this.

Cost of buildings.

The buildings (house, byre, &c.) on a croft of 5 or 6 acres will cost at least 200*l.*, or with carriages 250*l.* It used to be common for the proprietor to build the walls, leaving the tenant to do all the slate and woodwork and generally the roof and fittings; more than half the cost would in this way fall on the tenant. At the end of the lease the proprietor took over what the tenant had done at a valuation, or the new tenant did so.

Arrangement for meeting this.

Stocking, &c.

But this arrangement is now falling into disfavour with tenants. A croft will cost 10*l.* per acre for stock and implements.

Crofters supply labour.

The crofters supply labour to the farmers; some even engage as regular servants; many work as day labourers; their families valuable farm servants. There is plenty of labour to be had in neighbourhood from them and from villages.

Orra labour.

Wages.

Women get 1*s.* 6*d.* a day. Men 3*s.* per day when not constantly employed; 15*s.* 6*d.* per week when constantly employed. Wages will be about 16*s.* 6*d.* weekly for ploughmen; not less. On the home farm men get 2*s.* per week for milk, and money for meal, the boll, (10 stone) being reckoned at 16*s.* They get potatoes in kind.

Cottages.

Cottage accommodation is increasing. A good many cases of ploughmen living apart from wives and families; farmers prefer it so. Of the old houses, half are good, half are rather old and damp.

2. Garden Duff, Esq., of Hatton, near Turriff, Aberdeenshire. The cottage accommodation is in some quarters deficient, but farmers do not want them in my own case. They object to the wives and families and the poultry. No application for a cottage has ever been refused, but I know that farmers will pay nothing for them, and in cases where they exist often let them for their own profit.

Cottages not wanted by farmers.

Small farms.

Another reason for no demand is that small farms are the rule. The average on the estate is under 100 acres.

Crofts.

Some crofts from 10 to 15 acres; some small farms of 50–60; nothing between. On the crofts which were made some 30 years ago, original houses built by crofters are still there. The average rent of my land is about 15*s.*

Difficulty in buildings.

Crofts could not afford to pay as much more as would pay interest on necessary buildings. A byre and a barn are necessary

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Would pay indirectly.

even for the small crofts. Crofter would not be able to put those up in most cases. Crofters supply cheap labour to the farmer, and on some estates it would in this way pay indirectly to introduce them. On poor land a crofter's existence is rather miserable. They had at first leases of 21 years, they now have 19. They pay 10*s.* an acre, and there is a good demand for crofts. Small farmers as they grow old sometimes like them.

Loans for cottages.

Loans might be given to proprietors to help them to build, and county council might have compulsory powers, where landlords would not build. But this for cottages only with gardens of perhaps quarter of an acre Men with cottages stay pretty steadily in their places. Bothy on home farm, but men do their own cooking. They like to change often. Farmers have risen in their mode of life and standard of comfort, and that has of course separated them from the men. One reason of changed conditions is that in Aberdeenshire the five-shift rotation has given place to the six; half in place of two-fifths is always in grass. The object of this is to keep down canker in turnip; result is that 10 per cent. of the land additional is in grass. Accordingly less labour is needed. This in part accounts for want of cottages.

Bothy.

Separation of masters and men.

Change of shifts and consequently less demand for labour.

General relations.

3. Mr. Fellows Gordon, Knockespock, Aberdeenshire. Small farms of about 100 acres rule in district; relations between such farmers and their servants much closer and more sympathetic than on large farms. Some of these are in the hands of old farm servants, but not very many. Crofts are much wanted, and would be beneficial to the country, but buildings are the difficulty; the only remedy is loans on easy terms. Proprietors cannot afford to do it unaided. Allowances are essential to the life of a farm servant in the country. Milk would in many cases be unattainable otherwise. A ploughman gets as top-wages 32*l.* and is fed, &c. in the kitchen. Grieve gets 40*l.*

Crofts must be provided by loans.

Wages.

4. A. M. Gordon, Esq., of Newton, convener of county council. The inspectors of the various districts are proceeding cautiously and quietly in their inspection of dwelling-houses. There are no serious sanitary defects in most cases. There is no system of drainage and therefore no collection of gas. There are houses being condemned, but it is impossible to proceed very fast. To condemn houses would merely be to drive more people into towns. Even if landlords are willing to re-build, labour to put up new houses is difficult to get. As regards sleeping-places, a committee of the county council was recently appointed to consider plans of model sleeping-places, which might be circulated as types of what the council would approve of. There is great improvement in sleeping-places, but the difficulty there, as in the case of houses, is to get the people to use the means of ventilation that exist. They prefer to keep windows, &c. shut, and fuel is not now so plentiful as it was, hence they sometimes have difficulty in keeping their houses warm. The difficulty about crofts is the buildings. Even on a small croft of 5 or 7 acres, the buildings, exclusive of cottage, would cost at least 100*l.*, say the cottage costs 150*l.*, these two items require a rent of 12*l.* 10*s.* before you get to the land at all. The only possible way of doing it would be by loans on easy terms. The requirements of Public Health Acts and Dairy Acts make the necessary cost of all such buildings much more than they used to be. Farm servants are a very healthy class; rheumatism and pneumonia prevail a good deal in the county, but that is owing to the bleakness of the climate. I observe men are not turned out in all weathers, as used to be the case.

Cottages.

Sanitary condition.

Sleeping-places.

Difficulty in habits of people.

Crofts.

Health of men.

5. Sir Arthur Grant, Bart., of Monymusk, Aberdeenshire —6,000*l.* or 7,000*l.* a year. Has built a large number of cottages; there is now a reasonable number on the estate. But when you give more accommodation you find lodgers and boarders are taken in. There are at least 100 crofts on this estate, 6 to 8 acres in extent; they are not satisfactory. The men who take them do not take them till they are too old to work. On many of them, counting the cost of houses, the land pays no rent, *e.g.*, on a croft of 8 acres buildings cost 300*l.* The rent for all will not be much more than 1*l.* per acre, viz., 8*l.* If public health and other statutes are really worked, the cost cannot be much less. Favours short engagements, or indefinite engagements with short notices, as in south of England.

Crofts on estate not satisfactory.

Buildings.

Engagements.

Monthly payments. Allowances.

Men here are paid up to day at end of each month. As regards allowances, Sir Arthur thinks that married men might very well be paid all in money; farmers would rather do it. Only question is whether supplies could be got by married men. Single men could not for themselves organise feeding on such a cheap scale as at present.

6. Major Innes, of Cowie, near Stonehaven, Kincardineshire. Cottage accommodation is very deficient, not above one-third of what there should be. Farmers do not ask for more, but consequence is that as men grow up they go off to other work in towns. Such cottages as there are are in fair order. County council has inspected them, and ordered some repairs, but nothing of any consequence. The water supply is sometimes at a distance, but it is good. The general plan is two rooms, say, 13×14, one on each side of the door, and a bed-closet behind. There are not many men living apart from their wives and families; the men are much younger than they should be, but will be equal to those of any other district, except perhaps Aberdeenshire.

Cottages.

Condition.

Construction.

Horsemen get 31*l.* in money, 12*l.* 1*s.* 11*d.* in meal and milk, *i.e.*, 6½ bolls of meal at 10 stone to the boll, and a Scots pint of milk daily at 4*d.* a pint. They often sell half their meal, and as regards the milk, the practice is to give them half of it in money. Small farms are rather the rule about Stonehaven; average perhaps 100 acres. Good deal of dairy farming.

Wages.

Size of farms.

7. Colonel Innes, of Learney, Aberdeenshire. Number of crofters who work on his estate as labourers about 30. The extent of crofts is about 6 acres, the rents 8*l.* Has rebuilt some of their houses and finds the cost to be 150*l.* with the carriages. There is thus nothing left as rent for the land. There should be a mixture of crofts with farms, otherwise an estate is not in a healthy condition. Above crofts, again, come small farms of 30 acres, which may be worked by a horse and cattle or by cattle alone. Three cows with a six-shift rotation will work 30 acres. Cows not any the worse for it. Rent for these from 15*s.* to 20*s.* per acre. Number of them increasing; has offered prizes in local cattle show for this form of cultivation.

Crofts.

Cost of buildings.

Small farms worked by cows.

A labourer's cottage will cost 88*l.*, a house for a small farmer 195*l.*, and his buildings 150*l.* to 200*l.* No want of cottages; built of stone and slated. Accommodation is three room (a but and a ben and a bed-closet). Dimensions as given in Appendix A. Back and front door. Sometimes built in couples, but this not to be recommended. Privies attached. Connected with ashpit. Ashes should be spread over excrement, and thus all nuisance prevented and valuable manure for garden formed. Privies are universally used. No economy or advantage of any kind in houses of two storeys. Not many cottages, although as many as farmers want; they object to married servants; demand for labour in one way less, *e.g.*, self-binders make a great difference, that is, within the last six years. Women not now to be got for field labour. This makes a change in the employment of men, who have to be employed for light labour such as hoeing. That is not unfrequently done by contract at 13*s.* per acre. The contractors are sometimes crofters, and in many cases men make a business of coming out of Aberdeen to do it, bringing their labourers with them. Colonel Innes is chairman of district road committee. Surfacemen get 18*s.* 4*d.* per week. Servants, single men, are lodged about the steading; their lodgings are being much improved. Generally speaking, now on level, not above the horses. Must be near horses, however, and if place is well-constructed, no objection to their being just above them. In the army the authorities have returned to this system.

Cottages.

Privies.

Number of cottages.

Demand for labour less.

Women not to be got.

Contracts.

Sleeping accommodation.

8. A. W. Kinnear, solicitor in Stonehaven, manages various estates in Kincardineshire. Farmer would like more cottages. The want of cottages has something to do with the fact that the best men go away from country work. Bothies are common in the district. Improvement in them, but difficulty is to get men to take care of them, and, *e.g.*, to use separate sleeping compartments if they are provided. The eating and sleeping accommodation are generally now separate. The single servant has to cook his own food; he sells half his meal; the farmer sends the oats to the miller; the servant tells the miller how much meal he wants, and the miller buys the rest. The servants buys fish, tinned meats, &c. There are several dairy-farms near Stonehaven. They are worked by "bowing" contracts (a well-known contract in Scots law, whereby the farmer lets his cows to the dairyman). The dairymen generally work with their own families. Married cattlemen and ploughmen get from 26*l.* to 30*l.* in money and 16*l.* or 17*l.* in allowances. Single men ge

Want of cottages.

Bothies.

Allowances.

Dairy-farm

Wages.

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from 30*l.* to 38*l.* in money, and 3*d.* worth of milk all the year round=4*l.* 11*s.* 0*d.*, and 6½ bolls of meals=5*l.* One farmer witness knows has at present eight single ploughmen who average 34*l.* in money each. There should be more small crofts in the district as a nursery for labour; they do not pay directly. Plenty small farm in district, and a good many are taken by farm-servants. The cost of stocking a farm is generally put at 8*l.* an acre; on small holdings it will be rather less.

Crofts. Small farms. Cost of stocking.

9. W. H. Lumsden, Esq., of Balmedie, near Aberdeen. Farms 200 acres of his own. Concurs on general points with No. 76. Has all cooking done for men in bothy, and sends out 2lbs. of meat for each man in week. In harvest pays 4*d.* per hour where ordinary working hours are exceeded.

Bothy. Harvest.

10. A. M. Ogston, Esq., Ardoe House, Banchory-Devenick, in Kincardineshire, within 5 miles of Aberdeen. In my district farms run from 70 to 100 acres. The farmers all work with their men, feeding the men in the kitchen. The relations between the men and masters are very good. Dairying prevails very extensively in this district. Again, farmers sell their potato crop at an early stage to merchants, who bring their labourers out of Aberdeen on carts, taking them back again at night. Those are both men and women. Cottages are thus not much required; farmers do not want them in this system. The servants are "a very contented lot." The few married servants that are employed have cottages. Servants save money and take small farms. There are no crofts, and no one desires them. First-class men get 32*l.* in money with board and lodging; second class, 24*l.* to 26*l.* On dairy-farms women are largely employed; often relatives, daughters, &c. of the house. When hired get 16*l.* to 20*l.* Important that these women should be clean and careful. They are well looked after by their mistress, and are a very respectable class.

Size of farms. Relations of men and masters. Dairying. Labour from Aberdeen. Servants take small farms. Wages. Dairy women.

11. John Sleigh, factor for 39 years to Mr. Baird, of Strichen, Aberdeenshire. 8,024 acres arable; 8,665*l.* of rent, or about 21*s.* per acre. Two farms above 300 acres, eight between 200 and 300, 28 between 100 and 200 acres, 21 between 50 and 100 acres, 11 between 20 and 50 acres, 22 under 20 acres. The acreage of 23 crofts is 230 acres, their rent 20*l.* A crofter will pay more in proportion than a farmer, but the crofts are not by any means on the best land. The crofters work to some extent as quarriers; one is an engaged servant and works his croft by special arrangement with his master. We have 50 cottages on the estate, some of them old farm-houses; general plan is a kitchen, a large room, and a bed-closet. That is about as much as a man and his wife want for themselves and family; there are no "followers," "bondagers," or lodgers here. Privies always attached; only fairly kept. Sleeping-places, as a rule, have a fireplace and are separate from stable. A man who has saved money should be able to get 30 acres of a farm. There are plenty of orra labourers to be get out of Strichen and New Leeds; women come at 1*s.* 8*d.* a day. If men are paid monthly there is far more peace, far fewer changes.

Size of farms. Crofts. Cottages. Sleeping places. "Orra labourers." Monthly payments good.

12. John Wilson, factor to the Duke of Richmond on Huntly estates, Aberdeenshire. Small cow-crofts are the only kind of croft that can be approved economically. There are plenty of crofters on the estate, but they are not in the proper places. Unless they are on good land and among large farmers who can give them work they lead a most miserable existence, and are no profit to themselves or anyone else. A dwelling-house alone costs 160*l.* where the tenant does the carriages; if the tenant does not do the carriages that will increase the cost by 30*l.* at least. The "lotted lands" near Huntly are of no use as a retirement for farm servants; they are let at very high rents, up to 3*l.* 15*s.* 0*d.* an acre. They are held by townspeople, carters, innkeepers, dairymen, &c., and by tradesmen who like to have a little bit of land. Their extent is about 2 Scots acres, *i.e.*, 2½ Imperial. They are let during the landlord's pleasure, but practically a tenant is never disturbed. Sub-letting is prohibited. Woodmen get about 15*s.* a week. Engagement is indefinite, but they never leave. They live in Huntly, and are frequently pensioned. Drainers get 7*l.* or 8*l.* an acre on contracts for draining, but this includes the costs of tiles, which is perhaps quarter of the whole. Dyke-builders get 10*d.* per yard for building dry-stone dykes 4½ feet high. They reckon to make about 4*s.* a day. There are sometimes contracts for cutting in harvest, and then the rate is 12*s.* to 14*s.* per acre. Some farmers think they can work more cheaply with single men and do not ask for houses, but they get them when they ask. There are about 315 cottages on the estate; only about 60 are new. Some objections are taken by sanitary authorities to old houses, particularly as having mud floors and for dampness, but no bad effects have ever been experienced by those who live in them. In many cases farmers prefer to work with single men. They think it cheaper, but this view seems to be changing. In the last two years more applications for cottages. Those cottages are let by the year; they must be given by the farmer to his servants; no boarders or lodgers are allowed without leave asked. Relations of masters and servants are fairly good. There is here, just as in other departments, more pushing and self-assertion than formerly. Master would be glad to give "all money," but servants will not take it.

Cost of cottage. Lotted lands no use to farm servants. Woodmen. Drainers, &c. Cottages. Old houses objected to; objections theoretical. Conditions of occupancy. Relations of masters and servants same as elsewhere. Allowances.

II.—Farm Servants.

13. Charles Aitken, cattleman; James Dunbar, grieve; John Gardner, cattleman; James Fraser, grieve; Alexander Robertson, cattleman; Nathaniel Robertson, ploughman; Alexander Hadden, ploughman; William Innes, grieve; John Rae, cattleman; W. Stuart, labourer; Andrew Irvine, grieve; William Robertson, grieve; all on farms in neighbourhood of Ellon, Aberdeenshire. Farms, a few from 300 to 400 acres, 160 to 180 acres, *i.e.*, two pair of horses is the average size. Bothies on larger, kitchen on small farms. In a few cases single men lodge with married. Bothies are better looked after, and better bothies provided. Sleeping accommodation not good, but great improvement there. Still in some cases above byre, but that is always condemned now. Inspectors look after both accommodation for single and married. In sleeping-places now generally a fire-place.

Average size of farms. Some lodge with married men. Bothies improving so too sleeping places.

Difference of opinion as to whether there should be "money for all." One has it; gets 16*s.* 6*d.* per week. Under present conditions "money for all" would not do. No house accommodation to be had. If hours were shortened an extra hand would be needed, but they should be shortened. Not many days in the year when there is not work, either indoor or outdoor, sufficient for whole day. In many places in winter no work done till daylight comes in. Crofts are much desired. They pay 1*l.* to 1*l.* 5*s.* for them per acre. In the neighbourhood of Ellon crofts are let as high as 8*l.* per acre for gardens. Still a tendency to throw crofts together. On a five-acre croft the necessary buildings would cost at the very least 20*l.*, and they would not be up to the requirements of the law for dairies. Buildings should be built on loan from some public body. The Oddfellows, Foresters, and Free Gardeners all have members. The Carters' Union has 52 members in the district; been in existence a year. Older men remember three or four attempts to set up unions. They all dropped off after two or three payments were made.

Money for all? Would not do at present. Shorter hours. Winter. Crofts. Buildings. Societies and Union.

14. George Aitken, single; George McGurrach, married, both ploughmen in Kintore, Aberdeenshire. Average size of farms in Kintore district, 200 acres; some small farms as low as 30 or 40 acres, but not many. Several crofters on hill land, with crofts of 10 or 12 acres; as low as 5. They keep two cows, and pay farmers for working their land. Some work as labourers on the farms, some in quarries. Those with 12 acres will have a horse, perhaps, and lend it to their neighbours. They pay about 1*l.* per acre; this rather more than agricultural value, considering that they are not on good land. There are as many cottages as are needed for married servants. Farmers in district prefer married servants. No bothies. Sleeping accommodation for single men very poor, and not much improved except where new steadings are being built. In cottages there is great improvement, but although many have been condemned nothing is done. The old ones are tumbling down. They are not watertight, and rooms are too small. The best construction is a but and ben with a bed-closet. 20*l.* would furnish such a house. More rooms are not wanted.

Size of farms. Crofters. Working of crofts. Rents. Cottages. Old cottages. Best construction.

Single men get 16*l.* 10*s.* in half year as first horseman or cattleman; inferior horseman 15*l.*; then they get board and lodging. Married men with allowances get 40*l.* 17*s.* in the year. All unmarried men should save; even married men can. Must have the allowances; could not do without them. Married men get advances. All the work should be done in 10 hours, but work will not be done any faster or brisker than at present; that is impossible. Near steadings poultry are not allowed. Pigs are very seldom kept. Unless you have a cow as well it does not pay. Wages and treatment of servants are better on small farms, and better feeling prevails there.

Wages. Savings. Allowances. Hours. Few poultry, no pigs. Small farms, better feeling.

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15. George Allan, ploughman; George Mercer, ploughman; John Robertson, grieve; Lewis Harper, grieve; James Mitchell, grieve; John Miller, grieve; all in Huntly district, Aberdeenshire. Want of cottages. Good many men live apart from their families. Some old houses condemned, but no great fault with them. Crofts as at present arranged of no great use to farm servants; they are on coarse land; but great point is to give servant something to work and save for. That would be a small holding of 30 acres, or even 5 or 7 acres if in good land among other farms, where work could be got. They could afford to pay higher rents, and as a matter of fact they do pay higher rents. This is the great point.

Cottages.

Crofts.

Men would not on any account do without allowances. Bothies are going out. In some woman cooks and cleans, but even these are not good; young men are very rough in them. (Difference of opinion on this point. All condemn, however, bothy pure and simple.)

Allowances.

Bothies.

Good feeling is the rule between master and men. A little attention is well repaid. Men in this district stay pretty well in their places, even single men. The Union is going down. They want things they cannot get. They do not work well together.

Good feeling.

Union going down.

16. Allan Balfour, grieve to David Porteous, Esq., of Laurieston, St. Cyrus, Kincardineshire. Great improvement in bothies. Farmers look after them now; men used to be allowed to live like pigs in them. "I "never met any man that would take all money." It has been a cry with some of their Unions, but the men themselves would not have it. As regards meal we give them the meal they require, and the market price for as much of the 6½ bolls as they do not require. Young men eat and drink their money, not very many of them put it by. Small holdings will in the end pay a landlord best. They will pay 25 to 30 per cent. more than large farms. By small farms are meant pair-horse farms, *i.e.*, 70 to 80 acres.

Improvement in bothies.

Allowances preferred.

Young men eat and drink their money.

Small farms pay best.

17. Alexander Cheyne, labourer; James Rothney, ditto; William Milne, ploughman; George Brown, ditto: John James, ditto; William Davidson, ditto; Cuming Milne, cattleman, all from Longside and Old Deer, Aberdeenshire, and members of the Carters' Union. In one of the branches, which has existed two years, there are 40 members; in the other, which has existed one year, 60 members. In the Cruden branch there are 70 members. The absence of bothies accounts for men staying longer in their places here; also that there are small farms, and masters not above their men. Indefinite engagements preferred. A job is always found for servants, but they are not turned out to work in rough weather as they used to be. Every day is busy. There is a difference of opinion as to whether it is desirable to have "all money" or not. In present circumstances it is impossible. At all events a great hardship to forbid allowances. A croft will cost 8*l.* per acre to stock. Where a crofter has to hire a farmer to work his croft, he pays 1*s.* 3*d.* per hour for a man and two horses.

Union.

Why men stay.

Indefinite engagements.

Not turned out in rough weather.

Allowances?

Croft.

Stocking.

Cost of working.

18. William Clark, labourer; James Robertson, ploughman; William Crichton, overseer; Alexander Mylne, ploughman; Robert Leith, ditto; James Fraser, ditto; George Mylne, ditto; Peter Paterson, ditto; Robert Taylor, ditto; James Harvey, grieve; Alexander Barclay, ploughman; Robert Mackie, cattleman; William Kessock, ploughman; John Smith, grieve; George Black, ditto; all belong to the Vale of Alford, Aberdeenshire. Only about half as many cottages as are wanted. Old cottages scarcely habitable. Two few rooms and too small. Water supply often bad. New cottages satisfactory, but frequently two families in one house, where there are two floors. Very few bothies; kitchen preferable; out kitchen best. Advocate indefinite engagements with registry, both for married and single men. Should be no work outside 10 hours; would work better in the same time. Single men get 32*l.* in the year, and board and lodging; married get 26*l.* in money, and 18*l.* 12*s.* in allowances; total, 44*l.* 12*s.* "All money" would be preferable. No difficulty about supplies. Crofts are a thing every farm servant wants; none of them in district; necessary buildings would cost 50*l.* Some small farms in district taken by farm servants. Some belong to Oddfellows; some to Carters', &c. Union. This started in course of last year, and has 55 members in district. The relations of masters and servants undoubtedly better on small farms.

Scarcity of cottages.

Overcrowding.

Bothy and kitchen.

Indefinite engagements.

Shorter hours.

Wages.

All money preferable.

Crofts.

Societies.

Relations better on small farms.

19. John Coutts, grieve; Charles Barclay, ploughman and secretary of Carters' Union, two other grieves, 17 ploughmen, 10 cattlemen, one crofter and labourer, and two ministers' servants, one of whom had been a crofter, all in the parish of Methlic, Aberdeenshire. Cottages should be held direct of landlord, but first there must be more of them. Allowances are best system; this is the general feeling of the meeting, although some take the opposite view. Indefinite engagement approved, but in the present state of house supply difficult to apply it to married men. If hours were shortened as much work would be done; a horse is not much use for the last hour of his work at present. On a good many days in winter work is slack. Cattlemen sometimes get free for half a day on Sundays by "sorting" their cattle twice only in place of three times. There are few bothies in the parish; there is no improvement in them. Sleeping-places are improved, but there is room for improvement still. There is a great desire for crofts; a crofter could pay a good deal more than a farmer; he could till the ground better; a croft of 5 or 6 acres is best. Findlater, who had been a crofter, and is now a minister's man, says he is much better off since he gave up his croft.

Tenure of cottages.

General approval of allowances.

Indefinite engagement approved.

Hours might be shortened.

Slack days.

Cattlemen's Sundays.

Bothies and sleeping-places.

Crofts desirable.

Contra.

20. William Easton, grieve, and William Smith, labourer, with a croft of 13 acres, in neighbourhood of Stonehaven, Kincardineshire. Great want of cottages, hence most of the farm servants far too young. Men do not move much so far as witnesses know. Their masters more cordial, that probably the reason. Indefinite engagements would be beneficial, there would also be register; as it is a great many engagements are made by advertisement; the feeing markets have begun to wear out. Not half the number of men are feed at markets now that used to be. Easton would prefer "all money" for himself, but men cannot go "fleeing" through the country for their supplies. Easton president of the branch of the Union; 30 members of it in Stonehaven.

Want of cottages.

Engagement by advertisement.

Allowances.

Carters', &c. Union.

21. John Henderson, grieve, Fintry, Aberdeenshire. 250 acres. That is the ordinary size of farm in the district. Kitchen system in use. Still some bothies in country. Excellent bothy at Forglen where cooking and cleaning done for men. Generally they are much as they always were. They prevail among large farms; cheaper and less annoyance to farmer. There is in some cases ill-feeling between men and masters, often because master is "haughty." Men stay well, both single and married, when well treated; *e.g.*, two single men have been with us four to five years. On next farm they leave every six months. Indefinite engagements would be a good thing. Payment all in money would not do. Where can men lodge and board except with master? Milk too would be a difficulty. The wages for a first horseman are 30*l.* in money, a Scots pint of milk or 3*d.* per diem of "sap * money"=4*l.* 11*s.* Six and a half bolls of meal=about 5*l.* Potatoes given in many different ways, sometimes in money, 2*l.* House 3*l.*, then cartage of peats; in all, say, 45*l.* Cattlemen not much less, grieve 4*l.* more, single men same money and board and lodging. The sleeping accomodation is not good, but it is improving. There is a general feeling that men must be better treated. Good deal of saved money will go in furnishing at marriage. That should cost about 30*l.* if the couple have that to spend. A crofter could not pay interest on buildings, and could not put them up for himself. If houses are there for married men they are mostly used; two stories a great convenience as the family get up in years. No societies or unions in the district.

Bothy good.

Bad feeling in some cases.

Approves indefinite engagements.

"All money" would not do.

Wages.

Sleeping accommodation.

Furnishings.

Crofters.

22. James Ironside, ploughman, and Alexander Pittendreigh, grieve, at Mains of Cowie, near Stonehaven, Kincardineshire. The woman in the bothy never does more than make the beds. It is the utter neglect of the men that is most objected to, but the bothies themselves are not sufficient in any way. There are very few crofts; that is a great want; 15 acres is the best size, because the landlord has a better chance then of some return for his buildings, and because few poor men can stock more. A dairy-farm at Mains of Cowie; women engaged on it for six months get 9*l.* to 11*l.* with food and lodging. Other women (2) come out twice a day to milk the cows; they are occupied about four and a half hours and get 1*l.* a month.

Bothies.

Crofts.

Dairy women.

23. Peter Keith, ploughman, Midmar, Aberdeenshire. Single man. Kitchen is the rule. Sleeping accommodation very bad; above stables or byre often. Snow and rain find their way in. There is no fireplace. Generally men are turned out of kitchen at 9, and have no place to go to except the sleeping-places. Large majority of men in district are in favour of allowances.

Sleeping accommodation very bad.

Allowances preferred.

24. William Low, grieve, James Myles, grieve, Charles Smith, ploughman, Alexander Dallas, plough-

* Money in lieu of milk.

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B.-VII. ABERDEENSHIRE AND KINCARDINESHIRE.

man, Stuart Longmore, ploughman, all near Stonehaven, Kincardineshire. Not much attention paid to bothies. Too small and damp in many cases. We prefer them for the independence of them. Separate sleeping compartments would be an advantage, except in winter. We do not often have them. The Union is for "all money." We prefer individually the system of allowances. It would never do to stop the allowances of milk. Single men should get half their meal allowance in money. They sell it at present. Crofts should be from 25 to 30 acres. Not much to be made out of anything smaller.

Bothies.

Allowances.

Crofts.

25. A. S. Macintosh, day labourer in Huntly, Aberdeenshire; William Stephen, shepherd; David Low, carter in Huntly, farm servant four years ago; James Wight, labourer, ten years ago farm servant; James Wilson, ploughman; Ernest Wight, ploughman; Alexander Milne, cattleman; Andrew Mitchell, ploughman, all members of Union. About 50 members. Most in service at present. Indefinite engagements coupled with the institution of a registry what is wanted; also monthly payments. Married ploughmen get 25*l.* in money; house 3*l.*; milk 4*l.* 11*s.*; meal 5*l.* 5*s.*; potatoes 1*l.* 7*s.*; coals and sticks 1*l.* 7*s.* 6*d.* = 40*l.* 10*s.* 6*d.* Single men get 31*l.* in money and board and lodging. Sleeping accommodation improving, but it is slow. Married men cannot get cottages. This a great evil. The houses that are being built are good. A great want is crofts to settle on. They need not be large, 7 or 8 acres. Hours might well be shortened to nine. It has been tried in Kincardineshire, and as much is done. A half-holiday too would put men in better heart to work. If a half-holiday given there would of course require to be a "toun keeper." Travelling is sometimes done in master's, sometimes in men's times. The evening stable causes no complaint. System of allowances good one. The Union was against them at one time but this is now dropped.

Union.

Registry suggested.

Wages.

Sleeping accommodation.

Want of cottages.

Crofts.

Hours.

Allowances must be kept up.

26. George Mitchell, overseer on home farm, Hatton, Aberdeenshire. No desire for wages to be paid in money alone. A neighbouring farmer tried it last Whitsunday, and could not get anyone to fee with him. Monthly engagements would be bad for both. Many single men in district. This farmer's fault who let their cottages to others, roadmen, &c., to a profit. It is not the wish of the men. There are no unions or societies in the district. The men travel in the master's time. That is the rule. They also take irons to the smithy in master's time. Hours could not well be lessened. Man of 50. Remembers that 33 years ago a first horseman would only get 18*l.* of money. Many other improvements.

"All money" not desired.

No unions.

Hours.

Rise of wages.

27. George Mitchell, ground officer, Barras, near Stonehaven, Kincardineshire; William Christie, grieve; W. Barras. There are a few pair-horse farms in district. Not many crofters below 20 acres. Crofter can pay 30*s.* where farmers can only pay 20*s.*, besides crofts are a training school for labourers. Many servants take a croft, a small croft, and get it worked by their masters. There are principally bothies in the district; some are "very middling." There is "no word" of payment in money in the district, and no complaint of hours. Men are on very good terms with their masters.

Size of farms.

Bothies.

"All money" not desired.

28. George Skinner and Peter Taylor, both farm servants, near Strichen, Aberdeenshire. Men certainly stay better in this district than in others, perhaps the accommodation is better, perhaps it is because the ground is more easily worked than it is towards Peterhead. Relations are good between masters and servants. There is a want of small farms. Not sure that anything under 25–30 acres is any use. At all events there should be few of them. A common form of allowance here is a sheep's keep. 11*s.* is deducted from wages on that account.

Men stay better in Strichen.

Small farms wanted.

Sheep's keep.

29. James Smith, first ploughman; Barthol Chapel, Tarves, Aberdeenshire; George Ellis, cattleman, Tillycairn, Tarves. Both farms on Lord Aberdeen's estate. Great improvement in sleeping accommodation; as a rule men get leave to sit in the kitchen till bed-time. There is no antagonism between masters and men. The Union is dying out in this district. The great majority of men are in favour of allowances. If hours were shortened men would work with better heart, and do as much in shorter time. Cattlemen are kept pretty close on Sundays, but a cattleman does not like anyone else to touch his cattle. There is a sprinkling of crofts in the district; few of them engage as servants, but their children supply a good class of servants.

Improved sleeping accommodation.

Union dying out.

Allowances preferred.

Shorter hours would do as much work.

Cattlemen like no assistance.

Crofters supply good servants.

30. Andrew Sutherland, harbour meter in Aberdeen for 18 years a farm servant; George Johnson, foundry labourer, for 14 years a farm servant; Alexander Angus, for 44 years a farm servant, now a labourer; James Ligertwood, for 10 years a farm servant, now a day labourer; John Flett, for 21 years a farm servant, now a labourer; William Thomson, for 25 years a farm servant, left off 17 years ago, now organising secretary for Farm Servants', &c. Union; George Bissett, blacksmith, at one time a farm servant and apprentice to country blacksmith; Gilbert Heron, golf green keeper, farm servant for 23 years, that four years ago. All resident in Aberdeen. All members of Scottish Farm Servants, Carters and General Labourers' Union, established in 1886. A registered society with 600 members, nearly 100 are in the city branch, the others are all farm servants. Those in the city have been. Almost exclusively Aberdeenshire. Three branches in Banffshire. The objects of the Society as stated in Rule I. are "to reform and improve our relations with "our employers, and to obtain for the farm servants "monthly payments with indefinite engagements, "weekly half-holiday, except six weeks in harvest; the "abolition of the bothy system, the improvement of "our kitchen dietary scale, and of our house and "sleeping accommodation. To protect the interest of "the members of the Union by securing redress "against oppression. To establish a sick and funeral "benefit society, and superannuation fund for trade "members." Labour is scarce, *i.e.*, "orra" labourers are very scarce while the best class of engaged servants is also scarce. "Halflins" are plenty enough, but as a man grows to full strength he feels the unsatisfactory conditions of his work and seeks an outlet elsewhere. The depression of agriculture is partly the cause, for farmers do no more than is absolutely necessary to keep their land in cultivation, and offer no inducements to skilled men. The scarcity of cottages is another cause. Then the absorption of crofts has destroyed a useful class who were themselves available as labourers, and whose families supplied young men more or less skilled. Very few women workers are now to be found. At harvest time some labourers go out of Aberdeen and other towns into the country; at other seasons they do not; some of them work in market gardens near the town. Indefinite engagements and monthly payments much required, with a month's notice on either side, perhaps less. Such a period of notice would apply in the case of married men also. Not afraid of its operation. It should be combined with a system of registry. No fear of undue pressure on farmer at harvest. At present monthly payments are not given generally; in many places they are and the custom is spreading; it is now sometimes stipulated for. Single men do not get it without asking for it and disagreeable questions being put. The system of suppering horses at 8 is dying out. The times for starting and leaving off most carefully insisted on. Farmers watch it carefully. The travelling too and from work is as a rule done in the master's time. A limitation to ten hours would not damage farmer, or even larger restriction. Some have tried nine hours and get through as much as in ten. In stiff land horses can only work eight hours. Men are turned on to do labouring work while horses are resting. There is not very much difference in winter; before daylight men have to attend in threshing mill, or dress corn. They are home at 5, but then there is only an interval of one and a half hours at midday. In frosty weather they cart dung, &c. Cattlemen are the hardest worked men on the farm; their hours are from 6 to 9, and except for three months in summer, they never have a Sunday to themselves. A ploughman married will get in—

THE AGRICULTURAL LABOURER.

Members of Union.

Objects of Union.

Scarcity of labour.

Causes of it.

Harvest work.

Indefinite engagements.

Registry.

Monthly payments.

Hours of work.

	£	s.	d.
Money - - - -	24	0	0
House, &c., say - - -	3	0	0
6½ bolls of meal at 16*s.* - -	5	4	0
Milk, 2*s.* a week - - -	5	4	0
2 tons of coal - - -	2	0	0
20 bushels of potatoes at 1*s.* 6*d.* a bushel - - - -	1	10	0
Total - -	40	18	0

Wages.

Single men get the same allowances, sometimes however getting 2*s.* a week of sap money instead of milk. Their average wages are a little more. The milk given is new milk. Cattlemen will get 2*l.* more in the year in money. Grieves will get 30*l.*–32*l.* in money. They frequently have a cow, for whose keep

Allowances.

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All money?

10*l.* is deducted, near Aberdeen, 8*l.* in outlying districts. There is no increase of pay at harvest. Some beer is given. No extra time is worked, except when leading. Hands employed for the harvest get 5*l.* to 6*l.* 10*s.* for the job, according to their duties. All wages should be paid in money. It is not uncommon that it should be so. The rates then are 17*s.* with a house or 18*s.* without. Merchants would supply all provisions; coals could be driven in empty carts from station. There might be some difficulty about milk. Allowances here not so bad as system in south country. Cottages not sufficient in number and in bad condition; sanitary inspector might and should condemn 60 per cent. Not merely old cottages, but new ones also. Situation chosen for them is bad—damp. There is no drainage. Privies are being supplied; they may be said to be the rule now. Cottages should be held of the county council or of the laird. Thirty years ago they commonly were so held. When held of farmer give him too much power to coerce his servants. Crofts should be about 5 acres, not less. Such crofts will pay all round, if the crofting land is in a good locality. When on a reclaimed hillside their existence is miserable. Large demand for crofts. Crofters will pay 2*l.* 10*s.* where farmers pay 1*l.* The general relations of farmers and servants are not cordial. Discontent is prevalent. This is truer on large farms. Men are grateful for any little kindness or attention. They stay better and work better. Taking all the farms in Aberdeenshire one in four has a bothy; all farms over 300 acres have them; such farms are commoner in East Aberdeenshire. By the "bothy system," which the Union desires to destroy, is meant the system whereby all the single men are lodged together, to do their own cooking, cleaning, &c., without any assistance. One man gets away 20 minutes before the others to do the cooking. This makes these men's existence most filthy and miserable. A modification of the system whereby cooking and cleaning done for them would be unobjectionable. As it is, diet so monotonous, men steal vegetables and even poultry. If plenty of cottages, single men might lodge with married. Certain objections, however, to this. The sleeping accommodation in cases where men are fed in the kitchen is disgraceful. No fire to sit by or dry clothes. Sanitary inspector never looks near them. Relations of farmer and servant not altogether due to master's fault. System is such that they are naturally put in antagonism to each other.

Cottages. Sanitary condition. Should not be held of farmer. Crofts. Higher rent paid. General relations. Bothies. Sleeping accommodation disgraceful.

31. William Wilson, grieve, Auchry, near Turriff, Aberdeenshire. Well-balanced supply and demand for labour; men are not so scarce as 14 years ago. But best men do go to police, railways, &c. Farmers make a great mistake in taking inefficient men at cheap rates. At harvest time men come to some extent from fishing villages. Witness is doubtful about monthly engagements. Payments are in many cases made by the month, but it is a favour for which men have to ask. There should, however, be freedom. All need not be alike. The hours of work are mending themselves. There is now a custom that the travelling is done in the master's time. Stables at 8 are going out. A man's wages will come to about 48*l.* everything included. A single man will get 13*l.* to 16*l.* in half year with board and lodging; a married man 23*l.* to 26*l.* with house and allowances. Bothies are dying out, and, where they exist, are much improved. A master will have to give 1*l.* more where his bothy is not good. Sleeping accommodation also improving, but bad in many places. Harvest hands get 5*l.*,—7*l.* for job. Women 4*l.* Women workers at other times, working by the day, 1*s.* 6*d.*; can only be got near villages. Cattlemen and shepherds get same as horsemen. Grieves very variously paid; go as high as 50*l.* sometimes. In theory it would be better to have wages paid all in money, but as things stand, from want of cottages, &c., not possible. The variety in food which is so much wanted could then be got. Cottages are scarce, and not of very good quality. County council are doing something in this way. Old cottages have just two rooms, built of stone and clay, with thatched roof. There are not many cottages being built. Gardens are not well kept; there is a want of security of tenure. If farm servants held their houses independently of their masters more would be done both for house and garden. Again crofts are wanted. They would benefit the farmer who could get their labour, and the laird would get more rent; the land could be worked to double the advantage. Relations between men and masters are not bad; men appreciate kindness and will stay if well treated. Young men should save. A young man may spend in Sunday clothes, suit 3*l.*; boots, 16*s.*; tie, hat, &c., 1*l.*=4*l.* 16*s.* But these will last for two years; annual expenditure is 2*l.* 8*s.* Working clothes, a suit in the year; corduroys, 10*s.*; jacket, 5*s.*; boots, 18*s.*, &c., 1*l.*=2*l.* 13*s.* Washing, 12*s.*; shirts, 12*s.*; tobacco and other extras, 2*l.* Altogether 8*l.* 5*s.* per annum.

Monthly engagements. Hours are improving. Wages. Bothies. Harvesters. Women. All money not possible in practice. Cottages. Gardens. Crofts. Relations of men and masters.

Expenditure.

III.—Miscellaneous.

32. William Alexander, Esq., LL.D., editor of the "Free Press" and author of "Jonnie Gibb of Gushetneuk," gave me much information of a general kind as to the condition of the farm servants in Aberdeenshire. With reference to the size of farms he gave me the following figures as to Aberdeenshire. It will be understood that 1*l.* of rent represents roughly an acre of land. These figures, although not official, were collected by a gentleman who at one time was assessor for the county.

Size of farms.

Farmers paying	600*l.*	rent and under	700*l.*	- 5
,,	500*l.*	,,	600*l.*	- 11
,,	400*l.*	,,	500*l.*	- 20
,,	300*l.*	,,	400*l.*	- 107
,,	250*l.*	,,	300*l.*	- 94
,,	200*l.*	,,	250*l.*	- 182
,,	150*l.*	,,	200*l.*	- 364
,,	120*l.*	,,	150*l.*	- 394
,,	100*l.*	,,	120*l.*	- 426
,,	90*l.*	,,	100*l.*	- 228
,,	80*l.*	,,	90*l.*	- 300
,,	70*l.*	,,	80*l.*	- 360
,,	60*l.*	,,	70*l.*	- 443
,,	50*l.*	,,	60*l.*	- 506
,,	40*l.*	,,	50*l.*	- 559
,,	30*l.*	,,	40*l.*	- 799
,,	25*l.*	,,	30*l.*	- 536
,,	20*l.*	,,	25*l.*	- 603
,,	15*l.*	,,	20*l.*	- 832
,,	10*l.*	,,	15*l.*	- 1,508
,,	7*l.*	,,	10*l.*	- 1,321
,,	4*l.*	,,	7*l.*	- 1,864

33. Mr. John Bruce, retired farmer and bank agent, and Mr. William Duncan, of the "People's Journal," called my attention to various points bearing on my inquiry. Their evidence was entirely of a general character, except that Mr. Bruce gave me the following table of wages per week:—

Wages.

	£	*s.*	*d.*
Grieves on farms of 200 acres and upwards	1	2	6
First horseman	1	0	0
Second ,,	0	17	6
Third ,,	0	16	0
Experienced cattleman	1	0	6
Assistant	0	14	0

These payments include, of course, all allowances. Girls who have both indoor and outdoor work to do get 13*s.* Such girls are not now common.

34. Rev. Alexander Gray, D.D., Minister of Auchterless, Aberdeenshire. For nine years a farm servant. No bothies in the strict sense, in the parish. Generally they are going out. Colonel Duff, of Knockleith, has a place for his single men, with sleeping and living accommodation separate, nicely fitted up, woman to cook and clean. Such a place is superior to any kitchen. There is a want of cottages in the district. Many ploughmen have their wives 5, 7, or 10 miles away in Turriff or Old Meldrum. That is a great evil. But no adultery among married persons. The great thing would be to give a ploughman something to hope for, a small holding, a pair-horse farm, *i.e.*, 60 or 70 acres; or, on the other hand, a two-cow croft, *i.e.*, 7 acres, for men who could not stock the other. Ploughmen can save. By the time a man is 30 I calculate that he can save 245*l.* This is calculated with wages much lower than at present. Wages for a good man go up to 33*l.* and even to 36*l.* in money. Crofters will pay a higher rent if their crofts are given them on good ground, sufficient to pay the interest on their buildings. For want of anything to look forward to, any investment for their savings, men emigrate. This is still going on. Accommodation in old cottages not good; sleeping accommodation for men also not good, but will (*e.g.*) sleep together, and difficult to keep place clean and teach them cleanliness. Any kindness or consideration will certainly meet its reward in greater efficiency and permanency in service.

Bothies going out. New system. Want of cottages a great evil. Crofts and small holdings. Savings. Sleeping accommodation. Feelings of men.

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B.-VII. ABERDEENSHIRE AND KINCARDINESHIRE.

III.—Tenant Farmers.

Sleeping accommodation. Wages. Improvement of conditions.

35. William Beddie, farmer at Banks, near Strichen, Aberdeenshire. Fireplace in most sleeping-places now. Men stay well in this district. Difficult to say why, "we try to do justice to them." Wages for horsemen average 18*s.* per week, and they are not sent out to work in coarse weather. In 1843 witness had a foreman at 12*l.* per year, 6*l.* in half year. He and witness used to rise at 4 to thresh. Servants would not stay now three days to do the same work, even with the increased pay. Women then got 1*l.* for the half year and allowances.

Houses. Hours in winter. Relations improved. All money. Furnishing.

36. Mr. Begg, farmer, 120 acres; Mr. Masson, farmer, 56 acres near Stonehaven, Kincardineshire; both at one time farm servants. There is a scarcity of houses, and those there are are not very good. The older cottages are just one room divided by the beds into a but and a ben. They are as a rule in fair condition. In this district there is nothing done in winter before going out with the horses in the morning. Relations between masters and servants have much improved since witnesses were servants. Begg, when a servant, had "all money." For himself preferred it, but it would not do in many cases. Furnishing a cottage will cost 40*l.*

Engagements by advertisement. Holidays. Hours in winter.

37. Mr. Bissett farms 150 acres near Stonehaven, Kincardineshire. Advertisement for situations is now a practice in this district. As regards holidays, my servants have had five or six since Whitsunday. On a good many days in the year they have little to do beyond cleaning their harness. In winter their hours are from 7.30 to 4.30, and horsemen have no work in the house. The larger wages prevalent here are perhaps the result of the land being stiffer to work.

Indefinite engagements. Advances. Small crofts an advantage to farmers. Causes of discontent. Food. Breach of engagement. Remedy.

38. David C. Bruce (370 acres), John Lipp (270 acres), Wm. Merson, (240 acres), and George Grant, (332 acres), farmers on the Duke of Richmond's estate near Huntly, Aberdeenshire. Single men shift too often; indefinite engagement would be preferable to present arrangement. Married men almost universally get advances of 1*l.* a month. Single men get it if they want it, but there is always something kept in hand. Crofters would be an advantage to farmers as supplying labour, but croft should not be larger than to keep a cow. 5*l.* would put up all buildings such a man would require. Farmers are now more dependent on raw young men, who are more discontented than old style of servants; the better class have been drawn away in various ways. Then farmers have got up in the world, and the old family feeling is gone. The food of farm-servants, married, is not what it used to be. They take now a great deal too much tea, jam, white bread, &c,, in place of milk and oatmeal. Call attention to frequent desertion of service by servants and breach of engagement, for which the farmers have no remedy. It is suggested that wages should be made subject to arrestment.

"All money." Wages. Indefinite engagements. Cottages; fair supply. Engagements by advertisement.

39. Patrick Dickson, banker, Laurencekirk, Kincardineshire, and also farmer. Has tried payment all in money, but found the greatest difficulty in getting men to accept it. Has to give milk in kind. Married men get 29*l.* in money; 6*l.* in lieu of meal; a pint, *i.e.*, 2 quarts English a day = 5*l.* 18*s.*; a ton of coals, 1*l.*; a house, 3*l.* 10*s.*; together 45*l.* 8*s.*; unlimited potatoes, three loads of fuel (sticks). Single men get 35*l.* in money; 6*l.* for meal, and their milk, fire, and lodging in the bothy. Cattlemen get 32*l.* in money with allowances. Indefinite engagements would undoubtedly do much to keep men in their places; at present they shift very much. To some extent this is due to the half-yearly or yearly engagements; to some extent to quarrels among the women; and to some extent to indebtedness to "merchants," *i.e.*, small traders caused by want of thrift in their wives. There is a fair supply of cottages. Much harm is done by the sale of drink by travelling merchants. They do not sell it direct from the cart, but take orders for it. A good many engagements here are now made by advertisement.

Small farms prevail. Crofts.

40. William Duthie, farmer at Collynie, in Methlic parish, Aberdeenshire, also in Tarves parish, Aberdeenshire, and bank agent in Tarves. (Note.—Mr. Duthie's shorthorn herd is well known in England and America.) Small farms are the rule in the district. There are very few of 300 acres. A good many pair-horse farms. There are also a good many crofts, which supply the farmers with some labour; many of the crofters work in the policies of Haddo House, but many work for the farmers and take such jobs as draining, &c., and their families become valuable servants. These have crofts of 6 to 9 acres; if you get above that a croft should be of 30 acres to admit of economical working. A crofter cannot afford to pay more than a farmer per acre. A moderate estimate for a crofter's house and buildings is 200*l.* plus carriages, *i.e.*, in all 250*l.* The lodging system is not satisfactory as a system; if the right people get together it may work well enough. Many old houses have been condemned; to some extent this is on theoretical not practical grounds. Bothies are rather increasing; in a good many cases now there is a woman to do all the cooking and cleaning. Even so you find men who live in them become indifferent to manners and to morals. They feel outcasts. There are a good many slack days in the year when men cannot go out on account of weather; farmers are more considerate in this respect than they used to be. Although there may be a job for the men indoors, it is sure to be light work.

THE AGRICULTURAL LABOURER. Cost of buildings. Lodging system unsatisfactory. Condemnation of houses theoretical. Bothies. Bad effects. Slack days.

Want of cottages. Bothies. Indefinite engagements preferred. "All money." Wages. Relations of masters and men. Union.

41. William Falconar, Alexander Johnston, and John Rae, all farmers near Laurencekirk, Kincardineshire. Farms in this district are a considerable size. Go up to 550 acres. Too few small farms and no crofts. This is a serious evil, no "orra labour" to be got; want of good class of servants, and absence of inducements to save, are all result of it. Nor are there sufficient cottages; this again makes "orra" labour scarce; ploughmen's wives occasionally to be got at 1*s.* 3*d.* per day; but as a rule great scarcity. Bothies are the rule and are fairly comfortable. The men prefer them to kitchens. Indefinite engagements and monthly payments certainly desirable. No danger of men putting pressure on master, for there is no want of ploughmen. Farmers would prefer "all money"; Mr. Falconer has tried it. Some took it, the rest would not have it on any account. 17*s.* to 20*s.* per week represents a ploughman's wages. 5*d.* a day is sap-money for married men, *i.e.*, for 1½ pints, or 4½ pints English. Single men get 32*l.* in money; milk or sap-money at 4*d.* a day, and 6½ bolls of meal. Men, single, sell meal and buy groceries, sometimes whiskey, but very seldom. Relations between masters and men are good. There is no bitterness between them. The International Ploughmen's Society has a branch in the district. Proprietors, farmers, and servants all belong to it. It has no political side, but men say it has no life in it.

Wages. Not many bothies. Crofters. Allowances.

42. John Forsyth, farmer, near Fraserburgh, Aberdeenshire. Wages and all emoluments calculated at 47*l.* 2*s.* 6*d.*, or 18*s.* 3½*d.* per week for a grieve; 43*l.* 9*s.* 2*d.*, or 16*s.* 10*d.* for a ploughman. These are married men. Single men get 24*l.* to 30*l.* in money, with food and lodging. Not many bothies in district; sleeping-places improved. Crofters that have small crofts, 5–7 acres, do some work for farmers. Interference with allowances is uncalled for, and would be most mischievous to men.

Size of croft. Buildings. Work while on small croft. Rent.

43. John Gow, crofter, formerly farm servant; William Gerrard, crofter, formerly farm servant, both near Strichen, Aberdeenshire. Gow formerly had croft of 6 acres, now has 25, which he works with a horse and a stott (Anglice, an ox). He undertook to put up the buildings other than the dwelling-house, and has a lease for 14 years. While on his smaller croft he worked at drains and at farming jobs. Gerrard has 34 acres, which it cost him 300*l.* to stock. Pays 28*l.* for croft, perhaps one quarter more than a farmer would pay per acre. In addition, has to pay interest on the buildings to the landlord at 4½ per cent.

Cottages. Sanitary condition. Crofts. Great demand for this at certain seasons. Should be held of county council. Bothies.

44. James Hay, farmer, Little Ythsie, near Ellon, Aberdeenshire, deputy convener of the county council. The sanitary inspectors have condemned several cottages and sleeping-places and bothies in different districts. Proprietors in my district have asked for time, and it has been allowed; not to have allowed it would simply have aggravated the evil. Many of the old houses are low in the roof, and have clay floors, which retain damp. Some prevalence of inflammatory complaints, colds, &c., in consequence. The great aim of the farm servants is to get a bit of land; they do not want to come into towns if they could get a foothold in the country. The size of crofts should be about 5 to 7 acres, and must be good land, and in neighbourhood in which the labour of the crofter would be available for other farmers. Such crofters could pay a rent slightly above agricultural rent, and if they held on a secure tenure, say, from the county council, so that they could not be moved, they would gladly do so. As for the cost of building, gives a case of three crofts, the building on which was done for 450*l.*, including carriages, except sand. No doubt this was done when building was cheaper than at present, 10 years ago. Bothies may

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be said to be the rule in the district (Buchan); no out-kitchens.

Sleeping-places. Allowances. Special allowances. Winter work. Crofts. Men stay well. Plough-men's Union.

45. Messrs. Henderson, McHardy, and Urquhart, all farmers in the neighbourhood of Strichen, Aberdeenshire. There is great improvement in the sleeping-places, and they are now "pretty well." The cottages are good. If payment was all in money, men could not get their food "so handy or convenient. One year of "it would be enough. None of the sensible men desire "'all money.'" Mr. McHardy says: "I asked my "men if they would like 'all money,' and they said they "would not get on that way at all." It is a pretty common practice in this district to give married men their breakfast and dinner in the kitchen; then they just get half of the ordinary allowances of meal and milk. There is a good deal of slack time in winter in coarse weather. We have to try to find jobs for them then, and, *e.g.*, in the time before a late harvest, we could dispense with half of our men for a month. A good many crofts in the district; the arrangement about buildings is that the proprietor builds the walls, the tenant the roof, and the new tenant takes the roof at a valuation. In this district servants stay well; the good houses and good accommodation generally help it. "Perhaps the farmers are not so ill to please as some." The Union has tried to get in here but has failed.

Cottages, supply and condition. Not enough crofts. Method of working them. Union has not much footing. Bothies or kitchens?

46. Thomas Jamieson, LL.D., farmer at Ellon, Aberdeenshire, and factor on Ellon Estate. Barely enough cottages. Some are condemned by authorities. Comdemnation rather on theoretical grounds than on account of any ill-health. Three or four farms of 500 acres in district, mostly much smaller; a sprinkling of crofts, on fair average land, from 6 to 25 acres. Not enough of them. The small farmers work the crofts for the crofters, or a crofter who has more horse-power than he requires will help his neighbours. Union has not as yet much footing in the district. Some bothies, some kitchens in district. On his own farm witness has a kitchen for the bothy.

Sleeping-places. Allowances best. Slack time. Crofts.

47. David King, farms 130 acres near Strichen, and was for 30 years a farm servant. The sleeping-places are now much improved, though they might still be better; they are often made much worse by the men themselves. "A twelvemonth would 'settle' all desire "to be paid 'all money' in place of allowances." "Many a coarse day the men do nothing." There should be a certain number of small crofts, but not many of from 5 to 6 acres. That may easily be overdone; 30 is the best size. The value of the smaller crofts is as producing well-trained young men, the crofters' sons, for labourers. Servants when they first come now are not efficient; they are not trained to country work.

Cottages insufficient and bad. County council's powers. Boards men. This works well. Wages. Feeing between masters and men. Short engagements. Crofts. Stocking. Hours of work.

48. H. D. McCombie, farmer, Milton of Kenmay, Aberdeenshire, farms 200 acres. Supply of cottages is insufficient and bad. Three rooms is the minimum of what a house should have. County council is moving in the matter, but while it has power to condemn, it has no power to re-build, and cannot therefore cure the evil. Old houses are damp, and rheumatism and chest affections therefore prevalent. The deficient supply is in part due to farmers, who prefer to work with single men, but this preference is disappearing. My single men are boarded, three with a widow who has a croft, two others with another crofter. This has been our usage for 30 years, and has worked well. Men like it, and stay longer than in other places. In bothies, even the best, there is an absence of family influences, which demoralises men. Men so boarded get "all money," viz., 18*s.* per week, *i.e.*, ploughmen. Cattlemen will get as much as 20*s.* All married men have choice of allowances, or money at following rate:—milk 4*d.* per day or 6*l.* in the year. Meal, 6½ bolls at 16*s.* or so, say, 5*l.* 10*s.*; potatoes = 1*l.*; three tons, coal = 3*l.* Then they have 30*l.* in money and a horse at 4*l.*; total, 49*l.* 10*s.* Works with men himself; has no grieve; feeling is excellent, but to improve general tone of men they must be got to stay longer in their places, and take an intelligent interest in local affairs. Short engagements and the abolition of feeing markets are the means to this end, coupled with the hope of acquiring a croft. There are such crofts in our district, about 5 acres; crofters work as labourers, roadmen, quarrymen. Cost of stocking a farm generally put at 10*l.* an acre, but a crofter could do it with 30*l.* to 35*l.* He could pay 1*l.* 10*s.* where a farmer pays 1*l.* But the cost of buildings is a difficulty. Men work 12 hours and 10 in winter. These hours could not be shortened; men and horses cannot work at high pressure. You might knock off half an hour, but not any more.

Wages. Indefinite engagements. Men not so good as formerly. Food. Hours. Size of rooms. Bothies. Crofts.

49. John Milne, Mains of Laithers by Turriff, Aberdeenshire. 250 acres four miles from Turiff. Wages of horsemen, single men, will be 24*l.* to 32*l.* in money with board and lodging. This may be estimated at 8*l.* for material, 4*l.* for cooking and fire, and 2*l.* for lodging. Married men will get 28*l.* in money, a house, 5*l.*, and other allowances, 10*l.* Some things, *e.g.*, milk and meal, it is better that they should get in kind. I offer them a choice between a load of potatoes and 2*l.* There is not much tendency to join Unions. Indefinite engagements would do something to keep men in the same place; even married men are disappointing in this way. They cannot take any interest in their house and garden changing as they do. The men are not so good as they were 40 years ago; they are fed from grocers' shops rather than on farm produce. Tea and tobacco do much harm. Their hours are not too long; in the morning they travel in the master's time; not so at midday; but their work is not very hard. They thresh in the morning in winter before it is light. Shepherds and cattlemen get 2*l.* to 4*l.* more than horsemen. Cattlemen have no Sunday for 7 months. Cattle have to be groomed like horses. He has one hour off only at midday. Cottages are improving, but there is much need. The rooms are, the largest, 16 by 12, with two smaller, these about 12 by 12. The water supply is fair. There are only a few bothies in the district. The men are very rough in them, and very wasteful, especially of fuel. Crofts would be a great advantage. They cannot pay, however, more than a fair agricultural rent, and a rent for the house besides. If the crofter had a feu right, he would manage to put up the necessary byre, &c., on a small croft.

Small holder can pay more. "All money." Position of farm servants.

50. John Murray, farms 25 acres at Barras, near Stonehaven, Kincardineshire. A small holder can afford to pay more than a large farmer, perhaps one quarter more. "All money" would not do without more small crofts to supply milk. "I hold that the farm servant is the best paid man in our country."

Crofters in district. Money lost on crofts. Labour not so scarce as at one time. Lotted lands. Cottages not used. Wages. Bothies. Indefinite engagements a "cry." Sleeping accommodation. Habits of men.

51. William Paterson, Auldtown of Carnousie by Turriff, Aberdeenshire, 336 acres. Three cottages for farm servants; plenty of crofts in neighbourhood. Crofters work together; of very different sizes, help one another with horses, &c. A good deal of money has been spent by the proprietor on keeping up crofts and putting up buildings. Satisfied there is no return. The additional rent paid by the crofters would not pay interest on the buildings. Labour is not so scarce as it was; labour market abroad is overstocked. Harvest wages have begun to come back already. There is a little labour got by the farmers from towns. There are "lotted lands" at Aberchirder, but they are held by tradesmen, and do little good to farm servants. There are plenty of cottages on Carnousie, but they are not occupied. The wives prefer to come into towns, where they have more friends to gossip with. 45*l.* would be about an average wage, all things included. Monthly payments are given when asked, but good men never ask for them. Present grieve (married man) been in place for 24½ years. Never got advance. Kitchen system is the rule; not many big farms in district. Witness has bothy, but there is a woman to tidy it, and a boy gets away from work in time to boil kettle, &c.; the woman bakes once a week. At times a meal sent out from the kitchen. Young men do not stay any better for good treatment. "Indefinite engagements" are more of a cry than anything else. Feeing markets are no great evil. Men like to move, for sake of change, and sometimes have good reasons for leaving a particular part of the country. At harvest time all men alike get food in the kitchen. Sleeping compartment is at one end of bothy. Five men sleep in four beds. Prefer to sleep double. There is more money going now. Whisky is supplied and more easily carried, *i.e.*, in small flat bottles, but the class are not other than sober. There are no societies known in the district.

Crofters as labourers. Wages. Women.

52. John Pirie (650 acres), William Scott (191 acres), William Wilson (500 acres), James Simpson (660 acres), Robert Simpson (300 acres), James Merson, all farmers on Duke of Richmond's estate in Huntly district, Aberdeenshire. "Orra" labourers in some parts of the district are plentiful enough. Where there are crofters, and there are a good many on the estate, they supply it. Their crofts will be about 6 acres. They get 2*s.* 6*d.* to 3*s.* a day with their dinner. Women are not very common now, they get 1*s.* 3*d.* to 1*s.* 4*d.* In harvest men get 5*l.* to 7*l.* with food and lodging for the job; women

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Cottages. Kitchen system prevails. Sleeping accommodation. Wages. Married men. Cattlemen. Grieves. Single men. Allowances. Hours. Gardens. Migrations. Monthly engagements. Payments between terms. Pigs, &c. Savings. Crofts. Union. Relations of masters and servants.

about 4*l.* 5*s.* with food and lodging. They lodge in the farm buildings. The estate is well supplied with cottages; some farmers prefer to work with single men. There the kitchen is universal. No bothies in the full sense; where there are bothies a woman is employed to cook and clean for them. There is a great deal of waste in bothies, and where men live in kitchens very careless and wasteful with their lights. Sleeping accommodation is improving very much. On new steadings the Duke provides separate room for each man. Men will not use them frequently. They sit in the kitchen. A fair wage for married men, first horseman or the like, is—in money, 26*l.*; house and garden (the Duke only allows 2*l.* 10*s.* to be charged where houses are let direct, but house is worth a good deal more), say, 4*l.* 10*s.*; milk, 1 Scotch pint daily, or say money, 3*d.*, 4*l.* 11*s.*; meal, 6½ bolls, 5*l.* Potatoes, 2 bolls, 1*l.* 16*s.*; coals, 1*l.* 4*s.* Total, 43*l.* 1*s.* Besides this the coal is driven. Cattlemen get about the same; a highly-skilled cattleman gets a good deal more. Grieve gets 5*l.* or 6*l.* more, sometimes, if married, a cow's keep. This is valued at 10*l.*; 5*l.* 10*s.* is deducted from his wages, and the balance goes as against milk, which of course he does not get. Single men get 29*l.*, and many get as much as 32*l.* Some of these are married men with families in Huntly. Single men very seldom lodge with married. Men will not look at wages "all in money." Some of the witnesses have offered it. Men would not have it. As regards hours, the travelling to the work is sometimes done in master's, sometimes in men's time. Evening stables are going out. Cottages have one-eighth, perhaps a little more, of an acre attached. Not well cultivated. Good men, both married and single, stay pretty well. Monthly engagements would not be safe; this is a proposal that comes from the young men. Married men get payments between terms as a rule; sometimes bargain for it. Whether they need it or not depends a good deal on the wife's thrift. Pigs are not often kept except by those who have also a cow; otherwise it is not profitable. Many men save. Instance:—A young man kept his mother from the time he was 15 to 25. He had then saved 240*l.* As a rule, in the country there are too few crofts, *i.e.*, small cow-crofts. They would offer many conveniences to farmers. Crofts stand pretty much as they did. The Carters', &c. Union has not many members; none among the better men. Relations of masters and servants are, as a rule, good. The only desire is to have "mair siller and less work." Where there is kindness among the masters the men work well and willingly.

Want of accommodation. Favours monthly engagements. Farm servant better off than labourer. Wages. All money? House. Size of rooms. Bothy modified is the best system. Crofts. Societies.

53. John Runciman, farmer, Auchmills, King Edward, Aberdeenshire, 300 acres. Has been a scarcity of labour for a year and a half. There are not so many first-rate men as there used to be; there is a want of accommodation in the country. Monthly engagement might be an advantage, but the best class of men will stop for a considerable time in a place where some kindness is shown to them and some provision made for their comfort. There is no trouble with good men. A labourer, *e.g.*, a roadman, has much harder work than a farm servant. Improvements in tools have made a great difference in a farm servant's work. Single men get 14*l.* to 17*l.* in the half-year, and their board and lodging besides. Married men get the same money, a house and garden, 3*l.* in the year; meal, 6½ bolls, 5*l.*; cow kept, 10*l.*; fire, 1*l.* 5*s.*; potatoes, 3*l.* 10*s.*, *i.e.*, as much as 56*l.* in the year. A farmer would be saved a vast amount of annoyance if wages were paid all in money, but men would have great difficulty in getting supplies. Harvesters get 6*l.* to 7*l.* for the job; women 3*l.* 10*s.* to 4*l.* 10*s.* Hoeing is sometimes done by contract, 4*s.* 5*d.* to 6*s.* per acre. A servant should be independent of his master as regards his house, but then there must first be plenty of cottages. As things stand, the present arrangement is necessary. Cottages are very scarce and not very good. In new cottages there will be one room 14 by 14, another 9 by 10, and a closet, but not large enough for bed. Upstairs there will be one large attic room. The kitchen system prevails. The best system is bothy with woman to clean and to cook. In the kitchen food is much better than it was 25 years ago. "A different thing altogether." There never was much bothying in district. The sleeping accommodation is fair in most places. A crofter with a croft from 5 to 7 acres could put up his own buildings. The increased rent from a holding of 25 to 30 acres would enable the proprietor to put up buildings. Men do not trust societies; they doubt if they are managed for their benefit.

Indefinite engagements. "All money" an "impossibility." Croft while in service. Want of cottages.

54. William Sim, farmer (60 acres), James Whyte, farmer (50 acres), John Shand, farmer (70 acres). All in Vale of Alford, Aberdeenshire. Two of these have been farm servants. Divided in opinion as to advantage of indefinite engagements. It would be a "mere impossibility" for the men to do without allowances and get their wages all in money. In exceptional cases it might do. A croft of 5 or 6 acres might be worked even by a man in service, but not under present conditions; it would need a special bargain. The want of cottages has driven away the best men.

Size of farms. Lads engaged. Relations of masters and men. Allowances preferred. Half meal. Half money. Cottages too small. Men stay.

55. D. K. Stephen, farmer in parish of St. Cyrus, Kincardineshire. Large farms the rule, from 300 to 500 acres. "Orra" labour scarce; to do light work formerly done by them we engage lads at 26*l.* to 28*l.* per annum and allowances. They live in bothy. Kitchens are unknown. Bothies are fairly good, and are improving. Relations of men and masters fairly good. Masters do not stand aloof from men. Men would not prefer "all money." "Very much the reverse." Witness tried giving money instead of meal for two years, but men insisted on going back to meal, even where they had to sell it. It is not uncommon to arrange to give half meal, *i.e.*, 3½ bolls of meal, the balance in money. The cottages are too small, many have only two rooms. Men stay pretty well. Witness has one married man who has been 15 and another who has been 12 years in place.

Relations good where good temper. Hours cannot be shortened. Indefinite engagement. Bothies and kitchens. Cottages in some places sufficient. Crofters as labourers. Rent of crofts. Style of cottages.

56. George T. Walker, land valuator, &c., Aberdeen; also farms at Port Lethen, in Kincardineshire. There is, as a rule, no difficulty with servants. Relations with servants are good enough where there is good temper. It is impossible, looking to the necessary requirements at particular season, to shorten hours by any general rule; must be remembered that there are many days when no work, or very little, can be done. An indefinite engagement, if it were a general custom, would do well enough. Men, *i.e.*, single men, shift with the view of seeing how things are done elsewhere. Decent married men do not shift much. The larger wages of late years have had the effect of bringing men to work at an earlier age than used to be the case; they will be rawer in their work than they used to be. 16*l.* is now the wage where 8*l.* or 10*l.* used to be. Kitchen feeding is the rule on farms of from 50 to 120 acres. In larger farms there are bothies. In the north of Kincardineshire small farms rather prevail. There the masters work with their servants and sit at table with them. Bothies are improving; all are alive to the necessity for this. In a few localities there is a sufficiency of cottages, so that farmers let them at a profit to persons who are not servants. But this is not common. Mr. Walker gets labour in harvest partly from fishers; again there are crofters with 5 to 20 acres in the district, who do odd jobs for farmers, work on the railway, drain, &c. They have leases and manage to live comfortably, but their advantages are special; they have a very ready market in Aberdeen for their produce. The crofts are not now being merged as at one time they were; that has ceased. The old cottages, unless they are very carefully kept, are not sanitary. The new cottages are more sanitary, but must be simple in construction and fittings. Sinks, &c. are often not used. Buildings are the difficulty in restoring crofts. The usual rent for crofts is the agricultural rent of the land plus the rent of the dwelling-house. If more were asked there would be a cry of "rack-renting." There may be exceptional cases, but as a rule a landowner would get no return at all for any money spent on farm buildings on these crofts. Lord Aberdeen has built a number of new houses which cost 400*l.* for two. For this he only gets 6*l.* These houses are, however, too elaborate. A better style is on one storey, costing 185*l.* for two. That gives two rooms and a bed-closet.

Wages. Master must know business. Allowances. Against short engagements.

57. Mr. Wallace, farmer at Chapel in Auchterless Parish, Aberdeenshire, upwards of 300 acres. Ploughmen get (counting everything) about 48*l.* You cannot get a good thing cheap. If you want a good servant you must pay him well, feed him well, and lodge him well. Grieve has a cow into the bargain. Not many changes, even single men stay; present men been in place for four years. One of the married men has been 18 years. Again a master must really know his business; must be able to take an implement out of a servant's hand and show him how to use it. This far too little the case now. Allowances are indispensable for the men. Advances made during term without any difficulty. Distinctly against short engagements.

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58. George Wilken, farmer, Waterside of Forbes, and 17 other farmers, farming from 100 to 600 acres, representative of the Vale Alford Agricultural Association, in the five parishes of Alford, Tough, Leochel-Cashnie, Keig, and Tillyhessle, in Aberdeenshire; Rev. James Gillan, Minister of Alford. Rev. J. Brander, Minister of F.C. in Alford, Alex. Hogg, road surveyor and sanitary inspector in Alford. Labour is scanty, especially day labourers; decided decrease of late years. Efficiency of servants not what it was; men when they get married must leave, for there are no houses. The farmers would prefer married men. Constant breaches of engagement; remedy urgently required; power to arrest wages would do a great deal. This is to a large extent at the bottom of bad feeling between men and masters. Not in favour of indefinite engagements. Servants do not work more than eight hours, if you take the whole year round. Average size of farms in district is about 120 acres. Not many bothies; sometimes even where fed in kitchen have separate room to sit in, in steading, with fireplace. The sleeping-places have improved, but there is still much room for improvement. Men do not suffer in health, because the conditions of their labour are so healthy. "All money" is the rule on one farm in the district, the rate being 17*s*. Masters are willing enough to pay it; men object to it. Cottages are diminishing in number; the old cottages are most unsatisfactory; their situation is bad, and the water supply is bad; the ordinary accommodation in the old houses is a "but and ben," *i.e.*, two rooms each 11 by 12 by 6½ feet high. Sometimes only one room and a closet. The floors are mud and retain damp. In the new houses you have sometimes two rooms each, 14 by 10, and a closet, 6 by 12, on the ground floor; a large room in the roof upstairs. Privies are used when they are there. Farmers would be willing to pay 4 per cent. to proprietor for cost of cottages. A croft of 5 or 6 acres is enough for a farm servant to retire to. The buildings would cost 60*l*. independently of house. This would not pay landlord directly, but would do so indirectly in respect that it would supply labour. General relations are good. Many farm servants after 35 or 40 came to be roadmen; they get 3¾*d*. per hour, foremen 4½*d*. Foremen and men together will average about 1*l*. a week each; but they will be unable to work for two months in the year owing to weather.

Supply of labour.

Not same efficiency.

Breaches of engagement.

Indefinite engagements.

Hours of work.

Bothies and kitchens.

Sleeping-places.

"All money."

Cottages insanitary.

Accommodation.

Crofts.

Roadmen.

APPENDIX B.

STATEMENT BY COLONEL INNES OF LEARNEY OF COST OF VARIOUS DESCRIPTIONS OF HOUSES.

Labourers' Cottages in Pairs.

Each cottage:
One floor, three rooms, 13 by 11, 13 by 10, 9 by 9.
Cost, including excavation of foundations and carriages, 88*l*. 18*s*. 2*d*.
Wooden scullery, 9 by 6.
Rent of this house, with garden, 4*l*.

Crofter's Dwelling House.

One floor, three rooms, 13 by 12, 13 by 12, 9 by 9.
Milk-room and pantry (stone walls), 7 by 6.

	£	*s*.	*d*.
Cost	95	10	0
Excavations of foundations and carriages	12	0	0
	£107	10	0

Barns and Byres for Croft from 6 to 10 Acres.

Inside dimensions, 13 by 13 (cement floor for barn).
Cost from 43*l*. 11*s*. 6*d*. to 45*l*.

Crofter's Dwelling-house and Barn and Byre for 6-acre Croft.

Dwelling-house:
One floor, three rooms, 14 by 10, 14 by 10, 10 by 12.
Barn and byre, 13 by 31.

	£	*s*.	*d*.
Cost	123	0	0
Excavations and carriages, say	12	0	0
Total	£135	0	0

Rent of house, barns, &c., along with 6 acres, 8*l*.

Small Farmer's Dwelling-house: for about 50 Acres.

Two floors, ground floor, three rooms, 16 by 11, 16 by 12, 11 by 8½; milk-room and pantry, 8 by 6; upper floor, three rooms, 13 by 11, 13 by 12, 10½ by 5½.

	£	*s*.	*d*.
Cost	179	0	0
Excavations and carriages, say	15	10	0
Total	£195	0	0

(With farm buildings the cost here would be from 350*l*. to 400*l*.)
The rent is not more than 50*l*.

APPENDIX C.

SUMMARY TABLE showing the NUMBERS of FARMERS in ABERDEENSHIRE paying RENTAL within certain LIMITS of AMOUNT. (*See* Ev. 32).

Number.	Rental.	Per-centage of Total.
3,185	4*l*. and not exceeding 10*l*.	27·8
2,340	10*l*. „ „ 20*l*.	20·4
2,497	20*l*. „ „ 50*l*.	21·8
1,837	50*l*. „ „ 100*l*.	16·1
1,184	100*l*. „ „ 200*l*.	10·3
403	200*l*. „ „ 500*l*.	3·5
16	500*l*. „ „ 700*l*.	0·1
11,462		100·0

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ROYAL COMMISSION ON LABOUR.

THE AGRICULTURAL LABOURER.

SCOTLAND.

REPORT

BY

MR. G. R. GILLESPIE,
(ASSISTANT COMMISSIONER),

ON

THE ARABLE DISTRICTS OF FORFARSHIRE AND EAST PERTHSHIRE;

WITH A

MEMORANDUM

BY

MR. W. C. LITTLE,
(SENIOR ASSISTANT COMMISSIONER).

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APPENDIX A.

Evidence of Witnesses.

MEMORANDUM BY MR. W. C. LITTLE.

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THE AGRICULTURAL LABOURER.

To Geoffrey Drage, Esq., Secretary to the Royal Commission on Labour.

5, Darnaway Street, Edinburgh, October 1892.

The Agricultural Labourer.

Sir,

I have now the honour to present to you my report on Forfarshire and East Perthshire. By East Perthshire I do not mean the political division of the county which bears that name: I use the term in a purely geographical sense.

B.-VIII. Forfarshire and East Perthshire.

Method of inquiry.

1. I adopted in this case the same method as I had found satisfactory in my other inquiries. The Highland Society had furnished you with the names of gentlemen who were qualified to give evidence and were willing to do so. To these gentlemen and to others known to myself as experienced and trustworthy persons I applied, asking them themselves to give evidence, and to refer me to others in the different parts of the district who would assist me. I laid particular stress on the importance of getting evidence from intelligent and independent farm-servants. Mr. Robert Duncan, of the Scottish Ploughmen's Federal Union, had supplied you with a list of names of representative farm-servants in the district, and this list he supplemented when I met him in Perth. All those whose names were upon it I asked to meet me, and most of them came. I further made application to the Free Church minister of Barry, in Forfarshire, the Rev. Mr. Campbell, who had publicly professed much interest in ploughmen and "ploughmen's questions." To my first letter he replied on 25th July to the effect that he had not made up his mind whether he should take any part in the inquiry. I wrote to him twice subsequently, renewing my request for assistance, and urging him to give me the names of ploughmen at least in his own parish. He gave me no assistance, and indeed did not answer these letters. In the end, after I had called upon him and pressed him to appear as a witness, he gave me some evidence. I did not find that he had the experience his public professions had led me to expect, and I should be inclined to say that he gave me all the assistance he could give. Some complaint was made in local newspapers that the inquiry was conducted at an unsuitable season, as the harvest was in progress. That the harvest did prevent some farmers and farm-servants visiting me I do not doubt, but I do not think that the completeness of my inquiry was thereby impaired. I was not deprived of any class of evidence or of evidence from any particular district. The effect was simply this, that individuals and small parties came to me instead of larger parties.

Synopsis of inquiry.

2. Whether the inquiry was thorough or not must be determined upon a perusal of this report and the Appendix evidence. I visited Dunblane, Crieff, Perth, Collace, Meigle, Kirriemuir, Brechin, Arbroath, Carnoustie, Dundee, Inchture, Errol, and Auchterarder. Besides the information I got from the witnesses, I visited for myself bothies and cottages in the neighbourhood of several of the places I have named. Of the witnesses two were proprietors of land in the district, and four were factors for other proprietors; thirty-two were farmers. Of these farmers seven were at one time farm-servants, and several farm small farms. Fifty-five of the witnesses were farm-servants, and thirty-five of these were ploughmen. There were also examined two parish ministers, one Free Church minister, one potato merchant, one engagement agent, one schoolmaster, the secretary of the Ploughmen's Federal Union, and the president of one of its branches. I am satisfied that the inquiry was fairly complete.

Character of district and size of farm.

3. In this district there are much larger quantities of wheat and potatoes grown than in the district to which my inquiries have hitherto been directed. The Carse of Gowrie is heavy clay land. In many parts of Strathmore agriculture is carried on upon as large a scale as in the Lothians, and the same thing may be said of the district near Perth, and in the extreme east of the district on which I am reporting. The size of the farms, as might, under these circumstances, be anticipated, is large; small farms and crofts are comparatively rare. At Brechin the farms are large, some being between 600 and 700 acres (Evidence 26); at Kirriemuir there are not many small farms (Evidence 20); at Meigle a large number are between 400 and 500 acres, and the rents are high (Evidence 4), some farmers paying as much as 2*l.* 5*s.* per acre. Near Arbroath there are a great many between 200 and 300 acres (Evidence 18), and in the neighbourhood of Perth 300 to 400 acres may be said to be the prevailing size (Evidence 8). On the other hand, near Crieff and Dunbrane, in a higher and less productive country, the farms are smaller in size, and many of the farmers themselves work in the fields (Evidence 1).

Character and habits of farm-servants.

4. There can be no question as to the physical excellence of the farm-servants in the district. I should be inclined to say that they are hardly equal to their brethren in Aberdeen in this respect, just as they fall somewhat short of them also in intelligence and humour. They are not, however, in any respect inferior to farm-servants in any other district known to me. They are a sturdy, sensible, and on the whole contented set of men. They get a high character from their employers. They are described as a "most respectable class; no class of working men drink less." (Evidence 27.) "A fine, generous, industrious, sober set of men," is what another witness says of them. (Evidence 26.) Another set of farmers bear similar testimony (Evidence 8), and so does a parish minister (Evidence 43).

Relations of masters and men.

5. One witness (Evidence 45) who is neither a farmer nor a farmer's servant, and who describes the servants as a simple set of men, says that, "when they are better educated, they will see the folly of giving attention to paid agitators, in place of recognising that their interests and their masters' lie in the same direction." This same witness says that there are a good many quarrels between masters and men. Undoubtedly the relations of masters and servants are not the same as they used to be. One witness, formerly a farm-servant, now a farmer (Evidence 21) speaks of the former condition of things, when a servant for a fault would get a "slap 'i the lug," *i.e.*, a box on the ear. That kind of treatment is no longer in fashion, just as the *quasi* family relation between the two classes has disappeared. But in many places farmers are indifferent to their servants (Evidence 2, 18), while the servants do not take the interest which it is desirable that they should take in their masters' affairs (Evidence 23). In districts such as the Carse of Gowrie, where the farms are large, the relations are rather graphically described by one of the servants as "peace and nothing more" (Evidence 30). On the other hand, I think it certain that where small farms prevail, *e.g.*, about Dunblane, the relations are more cordial, there being no such gap between the social position of master and man as upon large farms (Evidence 1). But while it may be that on large farms there is a temptation to look upon the relation as a purely commercial matter, it would be a serious mistake to suppose that all masters and servants are indifferent to each other's interests. Some witnesses say that the relations are improving (Evidence 12, 21, 26); they are described by others as "very good" and "very friendly," particularly when the servants are married (Evidence 8, 20). "They 'gree fine'" (*i.e.*, agree) is what another witness says (Evidence 13), and the relations are said to be as good as between masters and servants in any other trade (Evidence 15, 22). That is what the farmers say. One servant says he never fell in with a bad master yet (Evidence 29.) Another says, "If you have a just man (*i.e.*, servant), I never saw but that the master was just" (Evidence 33). Another says there is no feeling of antagonism, and adds, "masters have a regard for any just man, and try to encourage him" (Evidence 38). Among neutral witnesses, a minister of long experience says that farmers take more interest in their men than they get credit for (Evidence

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43), and a country schoolmaster says they take a kindly interest in the men, and compares their relations to those of himself and his assistants (Evidence 46). I think Sir John Kinloch (Evidence 4) expresses the truth of the matter when he says: "Where there are good-tempered masters and men, their relations are good; 70 per cent. of the masters are considerate of their servants." With this, as regards large farms at all events, must be read in what is said by some farmers (Evidence 17); "the whole thing depends largely on the character and temper of the foreman." I should like to add that I found, as a rule, a kindly feeling on bothsides prevalent to a much greater extent than I could have anticipated. The masters spoke kindly of the men, and rather sought to extenuate than to magnify the difficulties that undoubtedly do from time to time occur; while the servants, in pressing their own claims, did not forget to consider the interests of the masters. That there is any system of "tyranny and oppression," such as some busybodies seek to make out, the men repudiate as rank nonsense, and deplore that their just claims for certain reforms should be embarrassed by such intemperate advocacy. I was much struck by the remarks of the president of one of the branches of the Federal Union to this effect, not indeed given to me in evidence, but dropped in conversation. They were none the less genuine on that account.

"Orra" labour.

6. The supply of "orra labour" in the district is very small. One witness says that, but for the self-binding machines a harvest could hardly nowadays be carried through (Evidence 20). The diminution in the number of crofts, and the deficiency of house supply is blamed for this (Evidence 45). In some places factories claim all the available labour (Evidence 10). In other places, which are near villages, such as Muthil or Auchmithie, such labour is easily got (Evidence 16, 18). There is some interesting evidence (1) as to the plentiful supply of "orra" labour got from an Irish colony in Dunblane, which was established there many years ago by the navvies engaged in making the railway. The women of that colony, unlike Scotswomen, prefer field work to factory work.

Cottage Accommodation.

Cottage supply. An important question.

7. Almost all the farm work then requires to be done by engaged or "fee-ed" servants, who, if they are married, are lodged in cottages on the farm, or, if single, in a bothy in the farm steading. The supply of cottages is a most important part of the question under the consideration of the Commission, and it is in regard to house accommodation, cottage, or bothy, that the farm servant has most substantial ground for complaint.

Deficiency in number.

8. In most districts there is a deficiency in the number of cottages. At Dunblane (Evidence 1), Kirriemuir (Evidence 2), and Meigle (Evidence 4, 28, 29), they are said to be scarce. Near Perth they are few and bad (Evidence 46, see also 41), or as a number of farmers put it, there is "nothing like enough" (Evidence 8). The evidence as to the state of things in the Carse is very much the same (Evidence 30). In the neighbourhood of Carnoustie the Free Church minister says the supply is sufficient upon Lord Dalhousie's estates (Evidence 44). The factor, however, contradicts him (Evidence 6), and he is more likely to be right. Brechin was, I think, the only place in which there was said to be plenty of cottages (Evidence 31). In the neighbourhood of Crieff, on Lord Ancaster's estate, the supply is much below the proper point (Evidence 16, 47).

Condition.

9. The condition of the old houses is in many cases far from satisfactory: some of them have only one room, a division being made by the furniture (Evidence 28); some are sunk in a clay soil and are consequently damp, standing below the level of the ground (Evidence 30); some are too near the cattle "reede" or courts, and so are unhealthy (Evidence 44). I think there is evidence to show that the County Councils are alive to their duty in the matter, and are prepared to take action, although they may not as yet have done so (Evidence 1, 4, 12). A good deal, at all events, is being done in the way of improving the house accommodation, the powers of the County Council being invoked by tenants *in terrorem* of landlords (Evidence 15).

Accommodation.

10. The accommodation, even in new houses, does not generally exceed two rooms and a closet. In many cases this will be sufficient, that is if the closet is large enough to serve as a bedroom. But, if not, the house is clearly too small for the general run of families, and I should think it would be better in every case to have two smaller rooms, besides the but and ben. Lord Dalhousie's cottages, which are well spoken of, have two rooms, each 13ft. by 16ft., and a closet 6ft. 9in. by 12ft. They cost 300*l.* the pair, *plus* carriages, which will add 60*l.* to the cost (Evidence 6).

Conveniences.

11. Almost all houses now are furnished with ash-pits and privies; these latter are used when they are supplied, and are demanded by cottagers now-a-days. In this district, unlike those on which I have hitherto reported, there is generally a pigstye, and the people generally keep a pig.

Bothies structure.

12 Bothies are the rule throughout the district, and the single men eat, sit, and sleep in them. In the district about Dunblane some men on small farms, where there is only one, or perhaps two, single men, take their food in the kitchen, but this is exceedingly rare in the district generally (Evidence 1). Many of the bothies have one room only for all purposes (Evidence 1, 30); and one case was quoted to me in which nine men lived and slept in one room (Evidence 28). This is, I am satisfied, an entirely exceptional case, but it is said that many are so overcrowded as to be unhealthy (Evidence 16). In some cases a separate sleeping compartment is provided for each man; frequently, however, I can testify from my own observation, that such separate compartments are not used, the men preferring to sleep together. It is said, however, and I can well believe it, that as the convenience is becoming more common, men are beginning to appreciate it (Evidence 15, 25, 27, 29, 46). On the other hand, there is no doubt that at the present time in very many—I should say most—cases, men object to the arrangement, and will not use these separate rooms (Evidence 6, 10, 12, 19). It is said that they are not encouraged to use them, as the farmers grudge the supply of extra bedclothes (Evidence 29). This may be the case in a very few instances, but I expect that, whatever an advancing standard of comfort may effect, the feeling of the majority of the men is expressed by a most respectable witness, once a farm-servant, now a farmer of 300 acres, paying 500*l.* of rent, and a county councillor: he says, "I would far rather drop in with another man" (Evidence 12). Those who manage Lord Dalhousie's property, and they are universally recognised as generous landlords, have recognised this taste as so prevalent that they have given up the system of separate rooms (Evidence 6, 10) in building new bothies.

Management of bothies. Out kitchen.

13. There is no doubt that bothies even where they are well constructed are often kept in a disgraceful state. It is difficult to say where the blame for this rests. The men are jealous of interference (Evidence 37), looking upon the bothy as their castle, and frequently, particularly where the foreman does not show a good example they treat the bothy and its fittings very roughly (Evidence 3, 4, 5). One witness explains that the "independence" which men in a bothy value so highly, means freedom from all restraint, particularly the power of being away all night (Evidence 23). Then again the men not unfrequently lock the door, and take the key with them to the field, so that neither the farmer nor the woman whose business it is to clean the bothy can enter it in their absence. On the other hand, in some cases where the farmers pay attention to the men's comforts, the men are well pleased (Evidence 1, 25, 30). I suspect that the secret lies in this, that the interference on the masters' part must be well-timed and judicious, and not fussy. I can well understand men resenting a constant invasion of their room as wearing the appearance of espionage, although it may not be so meant. That the men have considerable jealousy of their privacy is further illustrated by this, that they desire nothing more than that their bothy should be cleaned, and the kettle set a-boiling for them before they come in (Evidence 33). They regret the suggestion of anything like an out kitchen (Evidence 12, 15, 28, 31, 32), as interfering with their independence and the gratification of individual tastes in cooking. I did find one exception to this rule (Evidence 39).

Bothies improving.

14. Bothies are certainly improving: the new bothies are much better constructed, and, I think, are better kept. On the whole perhaps as fair a description of their condition as can be given is that given by a witness who says that young ploughmen are as well lodged as any young men in similar ranks of life, and compares a bothy to the forecastle of a ship.

Conditions of Engagement.

Engagements.

15. The general run of engagements in the district is that married men are engaged by the year, and single men by the six months, but in many parts these latter

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too are frequently by the year. The engagements in the case of foremen, and upper servants are sometimes made outside the market, one farmer consulting another, and sometimes by advertisement. In some places, too, *e.g.*, in Perth, there is a registry, but as yet, I think it does not play a very important part. It is suggested here, as in the other districts on which I have reported, that an indefinite engagement with short periods of warning, *e.g.*, a month or a fortnight, would be advantageous. Many masters say they have no objections to this (Evidence 8, 12, 18), but they point out that they would then be able at certain seasons to reduce their staff considerably, and that the men might be losers by the change (Evidence 1, 7, 14, 15, 19, 21). One farmer has some experience of the short system of engagements in vogue in some parts of England, and does not approve of them (Evidence 24). The servants on the other hand are quite confident that farmers could not reduce their staff, and do not fear this as a result of short engagements (Evidence 28). It is, however, a matter of grave doubt whether the system could be applied to married men, at all events while houses are so scarce as they are.

Desertion too common.

16. Desertion of service in this district, as in others, is too common. It is pressed upon me that arrestment of wages should be legalised as the only method of meeting the evil (Evidence 8, 12). That some indulgence should, however, be shown to men who, without any previous information, go home to a place where the accommodation is very defective, is pleaded both by masters and men (Evidence 18, 34). The short engagement if introduced would operate to lessen desertion, by giving men dissatisfied with their places opportunities of leaving them more speedily.

Payments.

16*a*. The engagements being as I have stated, wages are not exigible till the term is up. It is a constant practice to pay up so much a month (Evidence 10), and to pay up as much as the full half at the half-year, although the engagement is for the year (Evidence 22, 27). I think that farmers would make no serious objection to pay every month, if the engagement were for a month: what they do object to is to pay in full every month, the engagement being for a year. The frequency of desertion has taught them to demand some security for the fulfilment of the contract (Evidence 18). Perhaps all parties would be satisfied with monthly payment, one month's wages being, however, always kept in hand. The vast majority of servants desire monthly engagements and monthly payments.

WAGES AND EARNINGS.

Wages; rise in late years.

17. There has been within the last forty years a large rise in wages. In 1846, says one witness, wages would not exceed 14*l*. in money (Evidence 11); another says that at his first engagement 40 years ago he got 18*l*. in money (Evidence 21): in 1864, again, a foreman had 22*l*. in money (Evidence 10). These are the wages of ploughmen.

Estimates by masters.

18. The estimates of the present rates given by masters, including all allowances, are, for married men, 47*l*. 14*s*. (Evidence 8, 20); 49*l*. (Evidence 26, 1, 2); 50*l*. 16*s*. (Evidence 15); 51*l*, 13*s*. 8*d*. (Evidence 16); 50*l*. to 53*l*. (Evidence 18, 22); and 52*l*. 6*s*. (Evidence 11).

Estimates by men.

19. The men estimate the present rates for married men at 48*l*. (Evidence 30, 35); 49*l*. (Evidence 28, 31, 39); 50*l*. (Evidence 33); and 53*l*. 4*s*. (Evidence 38). These variations do not bear reference either in the mouths of the men or masters to any difference in districts. They are the results of different opinions as to the fair average to be taken.

Single men.

20. Single men get a certain quantity of money, 6½ bolls of meal, which will be worth about 5*l*. 4*s*., and 12 gills of milk, which will be worth another 5*l*. They get their lodging, fire, &c., in the bothy. The amount of money they draw as compared with the married men is sometimes more (Evidence 20), sometimes less (Evidence 18). In one case single men are said to get 5*l*. less (Evidence 16). I think, however, the truth is that a single man, who is as efficient as a married man, gets more money; the evidence I have referred to which speaks of his getting less is explained by the fact that in the ranks of single men there are a good many lads who are not earning full wages.

Harvest extra.

21. Besides those wages ploughmen in the district very generally get something extra at harvest time; 5*s*. extra while cutting, meat extra while leading (Evidence 12), 6*s*. (Evidence 38), 8*s*. (Evidence 20), 10. (Evidence 15, 35), are specimens. Men who get their food in the kitchen get nothing extra at this time.

Wages of other labourers.

22. Grieves get very different rates of wages, according as their duties and responsibilities vary. One farmer in the Carse of Gowrie gives his grieves 85*l*. to 90*l*., and to some extent he makes them sharers in profits (Evidence 15). "Orra" labourers, who are steadily employed, get 1*s*. 4*d*. or 1*s*. 6*d*. per day, at potato time 2*s*., and at harvest 4*s*. These are women or lads (Evidence 8, 18). Men who do this work get 3*s*. per day (Evidence 1). Where hoeing is done by contract the rate is 1½*d*. for 100 yards, and at this rate women make 2*s*. 6*d*. to 3*s*. per day. In harvest time a common rate for women is 4*d*. per hour, for men 22*s*. to 25*s*. per week (Evidence 16). Drainers get 3*s*. or 4*s*. per chain according to the nature of the ground; dykers get 10*d*. per yard. One witness, a potato merchant, who employs a good many hands in his business, pays some of them at the rate of 70*l*. a year, and none of them get less than 1*l*. a week. They are only employed for seven months, and the work of dressing potatoes is described as skilled labour (Evidence 45). A head dairy woman gets 16*l*. to 18*l*. per annum, her assistants 15*l*. to 16*l*. (Evidence 17).

Allowances.

23. The wages of which I have spoken are, to a very considerable extent, paid in kind. These payments are as a general rule 6½ bolls of meal, worth about 5*l*. 4*s*. Milk sometimes 12, sometimes 16, sometimes 18 gills a day, worth about 6*l*. Potatoes, given either by the load or by a certain extent of the field, worth from 1*l*. 10*s*. to 2*l*. House worth generally about 4*l*. In the northern part of the district a load of coals is given, but it is not so in the southern part. In every case, however, the servants' coals are driven for him. I found in this district more willingness to substitute "all money" for these allowances than I have done elsewhere. The desire to do so, however, was much more marked among the employers of labour than among the men. I hardly met a farmer who was not willing to substitute money for allowances, some of them describing the obligation to keep cows as the most expensive part of a farmer's business (Evidence 2, 8, 15, 20, 21, 26). One farmer says he was never asked for "all money" (Evidence 1). Another farmer speaks of having offered his men the choice, generally money is taken, but in this case the men are within half a mile of Crieff (Evidence 15). Farmers say that, if a money system is adopted, they will pay by the hour, and let the servants bear the burden of broken time (Evidence 13); others say they will sell their cows, and leave the men to shift as best they can for milk (Evidence 15, 26). The men in many cases stated that they would prefer to receive their wages all in money, in many cases they scouted the idea. At my largest meeting, at Meigle (Evidence 25) opinions were pretty equally divided. Even those who desired it for themselves admitted that it would not be fair to make it universally applicable (Evidence 39). Other servants were of opinion that if they lost their allowances they would "lose their best friend" (Evidence 31), and that this would be the "greatest curse that ever befell the ploughmen" (Evidence 41). Others were of opinion that the demand for all money was "just saying for saying's sake" (Evidence 40), an opinion shared by two small farmers who until lately were farm servants (Evidence 25).

"All money."

No necessity for legislation.

24. In this state of matters, with a very large body of men opposed to any change, with the masters ready to grant the change if their servants desired it, and in the absence of any allegation that the present system is prejudicial to the men (Evidence 44), it would seem to be not only unnecessary, but positively oppressive to introduce any legislation on the subject. One of the principal advocates of legislation, who is not himself personally interested, suggested an argument of this sort in support of the proposal for legislation, viz., "as legislation is necessary in some places, and as you cannot legislate for one district and not for another, you must legislate for all." He destroyed his whole argument by admitting that justice would require that, where the change was not desired, men should have power to contract themselves out of it. Again, I do not know of any place in which legislation is necessary.

No complaints.

25. The analogy of the Truck Acts is only very remotely applicable to the case in hand; there are practically no complaints as to the quantity or quality of the material supplied. One independent witness has habitually bought meal from ploughmen (Evidence 46) and others. Farm servants say that "ploughman's meal" is known as the best meal to be had (Evidence 30, 41). One witness says he has only known of one complaint in the Carse as to the quality of meal in the last thirty years (Evidence 30). The milk is occa-

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sionally complained of as having been skimmed, but those who note the existence of such cause of complaint attribute it to over-economical housewives (Evidence 18, 25). The servants expressly say that it is not the master's fault (Evidence 28). Such delinquencies, I fancy, are not unknown among retail traders. Other servants say that they have heard of such complaints, but they were "a piece of folly" (Evidence 33; *see also* 38).

Tenure of cottages.

26. In close connection with this part of the subject is the question of the tenure of cottages. Many of the servants are anxious that those should be held directly from the laird, in place of being given to them by the farmer, who employs them as part of their wages. I can understand that the system of holding the house from the farmer may occasionally be used as an engine for injustice, for the threat of turning a man out of his house is formidable. On the other hand, houses are generally set down with a view of being used in connection with a particular farm, and it might often be inconvenient if a master, who had good reason for parting with his ploughman, could not get the use of his house for his new servant; just as the ploughman who had changed his place might find it a hardship to be tied to his old house. If houses were plentiful these difficulties would not arise, but as things are they seem very formidable.

Hours.

27. The hours of work in the field in some parts of the district are 10. The ploughmen work in summer time from 6 to 11, and 1 to 6, the travelling to and from the work being done one half in the master's, one half in the men's time. In other parts of the district men do not leave the stables till 7, rest for 1½ hours only in the middle of the day, and thus work 9½ hours in the field. This is the case, *e.g.*, at Perth (Evidence 8), and at Dunblane (Evidence 1). In winter the work of the ploughmen is limited by the daylight. The men almost unanimously ask for a nine hours' day. It is said that taking one day with another, they do not work more than nine hours all the year round now (Evidence 11, 13, 15, 18, 22). It is said that nine hours is all a man can work (Evidence 30); that as things are at present the pause in the middle of the day is too short thoroughly to rest the horses, and that half an hour at the end of the day is really worthless. The conclusion is that as much work would be done in a nine hours' day as is done at present (Evidence 30, 32). The men appeal to cases in which they say that the nine hours' day has been tried, with the result that as much was done, and they also point to the work of a winter's day, when the hardest work is done in nine hours, more not being available (Evidence 28, 31). Others say that if the day is shortened there must be more hands (Evidence 20, 24). I feel that this is very much a question for practical men. My own opinion, whatever that may be worth, inclines to this, that the question is one largely dependent on the quality of the land to be laboured, nine hours in a clay soil being more than equal to nine and a half in a light soil. It is worth noticing that a small farmer who works his own land in the Carse of Gowrie finds nine hours enough (Evidence 30). Exceptional hours are in some cases worked in harvest. I have noticed the special payments given for this. I do not think the demand for nine hours is meant to apply to harvest.

Eight o'clock stables.

27*a*. In some districts men are required to return in winter to the stables at eight o'clock to groom their horses and feed them. In another place the horses are groomed and fed when they come back from work in the gloaming (at nightfall), and one man only looks round the stables at eight to see that all is right. The horses, so I am told, do as well under the one system as the other, and the men undoubtedly prefer to be free in the evenings. The different views are set forth in the evidence (*see for the custom* 15, 24; *against it*, 20, 22. *This is all evidence of farmers*). It is quite likely that here again different qualities of soil may give different results. A horse that has been working all day in stiff clay cannot perhaps be cleaned when he comes in; he must stand till he is dry (Evidence 30, 42). A good deal of light is thrown on the subject by one passage in the evidence (17), in which some farmers say that it is more for keeping their young men at home than for the horses' sake that they insist on the old fashion.

Holidays.

28. Servants are said to get from 4 to 8 and 10 days' holidays in the year (Evidence 1); another witness puts it at twelve days in his own case (Evidence 22). Half-holidays in the summer time are given by many masters between turnip time and harvest (Evidence 10, 28). In one case where it is given the married men do not take it, but work on as usual (Evidence 27). If legislation is to take place on this point, it will be dangerous, looking to the exigencies of farm work, to fix particular days for holidays. The plan will be to declare that so many days will be given, masters and men being left to arrange what days they shall be (Evidence 15). The advantages of Saturday as the day for the half-holiday are obvious; its disadvantages are stated in the Evidence at 19. No one suggests that holidays should be given at harvest time or other very busy seasons.

Savings.

29. There can be no doubt that ploughmen, at least while they are single men, should save. One witness says they should save 20*l*. a year, and the more thrifty of them do so. Their condition is comfortable. At present they spend a great deal of their money in the purchase of luxuries such as coffee, jam, &c., from travelling merchants, and I observe that a very large number of them are owners of bicycles, which are an expensive toy. It is said that if wages were paid monthly there would be less likelihood of their being saved (8). I think the thrifty men would still save all the same.

Crofts.

30. But the great matter is that ploughmen shall have some inducement to save: this inducement is supplied by the possibility of being able to take a croft or a small farm, and so to settle down in the country. Most people seem to hold that a farm-servant cannot hold and work a croft while he is engaged to a farmer (Evidence 2), but I came across a case where this was done (Evidence 11). There must in such cases always be some special arrangement between the farmer and the ploughman, for it can hardly be expected that a man who has done a full day's work for his master, should then proceed to work his own plot. There is a good deal of difference of opinion as to whether such small crofts are a benefit to their holders. One farmer, once a farm-servant, says they are an encumbrance (Evidence 21), and several servants say they are more trouble than they are worth (28, 31, 36, 40). On the other hand many servants think they would be advantageous to them, if they could get them (Evidence 28), and give it as their opinions that if such small crofts were set down judiciously among the larger farms, the farmers would be saved a pair of horses, since they would get a great deal of their work done by these crofters and their families (Evidence 29). Those who have the management of large estates again describe them as a necessity to the estate, not as themselves a source of profit, but as enabling the large farms to be better let (Evidence 6). They should be encouraged others say as an advantage to the farmer (Evidence 8, 14). This seems to be quite certain that the establishment of such crofts must be gone about judiciously. There must not be too many of them, and the situation must be chosen with a view, both to the quality of the land itself and its proximity to other sources of labour (Evidence 5, 10, 18). It seems certain that no crofter can live from his croft alone, unless he is so situated with reference to a village or town that he can use it as a market garden. He must have some other work. In the old days, when crofting was commoner than it is now, the crofters supplemented their crofting by hand-loom weaving (Evidence 15). Now in many cases in which crofts exist, they are taken up by the blacksmith, the postman, and the like (*e.g.*, Evidence 4). Some witnesses doubt whether crofters could obtain sufficiently steady work from surrounding farmers to warrant the establishment of crofts in a purely agricultural district (Evidence 27). I think he could if the locality were well chosen, and not too many were set down together.

Crofts at Collace.

31. All these conclusions I think are borne out by experience in the case of the crofting community at Collace in Perthshire, which I visited, and where I conversed with several of the crofters. There is a community of between 60 and 70 crofters in three hamlets, who have been there, for the most part, for several generations. They all agree that, without some other employment, life upon the croft is impossible. They had in old days the hand-looms with which to eke out their subsistance, but that is now gone, and many of them have to seek employment at a consider-

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able distance. Some, however, get constant work with neighbouring farmers.

Method of working.

32. Some crofters get their crofts worked for them by neighbouring farmers; in some cases this plan succeeds, in others it does not, the crofters complaining that their land is not worked in the proper season. Sometimes two or three crofts will combine, and work their land in common (Evidence 25, 38).

Buildings and cost of stocking.

33. The difficulty that faces the landlord in setting up such crofts is that it will never pay him to erect buildings (Evidence 2, 6). A dwelling-house will cost at least 200*l.*, and offices at least 50*l.* more, besides carriages. Sir John Kinloch (4) put up certain sheds at a slightly lower figure, but if buildings are to be substantial 250*l.* is not too much. If interest at 5 per cent. (not an excessive return) is to be paid on this, the crofter of ten acres will be paying something nearly equal to an ordinary agricultural rental before he pays the landlord anything for the land. Nevertheless, as I have said, landlords are willing to face this for the sake of the indirect benefit to the estate. The fact operates, however, as a warning against an excessive multiplication of them. The cost of stocking a croft of twelve acres is put at 87*l.* 12*s.*, leaving out of account the first year's rent (Evidence 4). A crofter can afford to pay a somewhat higher rent than a large farmer can per acre, but the excess is not much (Evidence 2, 4). Theoretical witnesses say that he can pay the interest on the buildings (Evidence 44); the fierce competition may drive him to offer such a rent, but no humane landlord would allow him to do so.

Small farms.

34. The case is different, however, with small farmers, *i.e.*, farmers of 50 to 70 acres. These are advantageous to the landlord; the buildings are not such a burden to them, as the cost is spread over a larger acreage and the farmers do not make so many demands on their landlords (Evidence 1, 2). There is a severe competition for these farms also; that competition, joined to the fact that men, for the sake of the independence which these holdings give, will live very frugally and work very hard upon them, sends up the rents (Evidence 28). Existence upon these farms is described by some witnesses as a slavery (Evidence 15, 19.) Such farmers require all the labour of themselves and their families to make life possible at all, and if a man's family leaves him he often throws up his bargain (Evidence 6). Some say that large farms "hash and waste" a great deal, and that such small farmers can make more out of their land (Evidence 29). Others deny this (6, 8, 20). I think it is probable that some waste will be avoided, and that thus such a farmer may be enabled to pay a slightly higher rent than a large farmer can, but if he pays 30*s.* in place of 25*s.* (the figures quoted by an old farm servant who now farms 27 acres in the Carse of Gowrie) he does well. It would be cruel to expect him to pay double as some would recommend him to do (Evidence 44).

Amount of capital.

35. Estimates as to the amount of capital required to stock a small farm vary very widely. Farmers put it at 6*l.* per acre (Evidence 8); 6*l.* to 9*l.* (Evidence 20); 8*l.* (Evidence 21); and 10*l.* (Evidence 17). One servant puts it as low as 2*l.* par acre (Evidence 30); others put it at 6*l.* (Evidence 28); 8*l.* to 10*l.* (Evidence 33); and 10*l.* (Evidence 38). These are estimates: one man who has stocked 27 acres spent 135*l.* in doing it (Evidence 30), another spent 800*l.* on 137 acres, and could have spent more if the land had been good (Evidence 21). Lastly, one witness holding 20 acres spent 200*l.* in stocking it, another holding 25 only spent 125*l.* (Evidence 25). The key to the matter is supplied by these two cases. The former pays 27*l.* 10*s.* of rent for his 20 acres, the latter only 18*l.* for his 25. The better the land the greater the cost of stocking it.

Unions.

36. Societies and Unions do not seem to have taken much hold in the district. The International Union has some members; it is purely a benefit society (Evidence 30). The Scottish Ploughman's Federal Union has a considerable number of adherents. It has more than 100 in Perthshire (Evidence 35), about 20 of whom are in Meigle. In many parts of the district it has no adherents. Its objects are stated in the evidence in its own language (Evidence 35.) So stated the objects are entirely praiseworthy. Dr. Rankin, of Muthil, the parish minister, brings a charge against its managers of using it for other purposes (Evidence 47). I have no means of knowing whether this is so; at all events, the Union is not very popular in this district.

I have the honour to be,
Sir,
Your obedient servant,
(Signed) G. R. GILLESPIE,
(Assistant Commissioner).

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B.-VIII. Forfarshire and East Perthshire.

APPENDIX A.

TABLE OF WITNESSES.

I. Factors and Proprietors.

		Paragraph
1.	Alexander H. Anderson, Esq.	1
2.	John Black, Esq.	2
3.	Henry Carr, Esq.	3
4.	Sir John Kinloch of Kinloch, Bart., M.P.	4
5.	Alexander Macduff, Esq.	5
	John Sheill, Esq.	6

II. Farmers.

7.	Alexander Bell	7
8.	John Brownlee	17
9.	John Bryden	8
10.	John Chalmers	8
11.	James Cooper	9
12.	George Cowe	10
13.	Colonel J. F. Dickson	11
14.	William Donaldson	12
15.	William S. Fergusson	8
16.	Andrew Fraser	13
17.	Alexander Hay	8
18.	David Hume	14
19.	Andrew Hutcheson	15
20.	J. S. Johnstone	16
21.	William McAra	17
2.	John McLaren	30
3.	Matthew McInnes	17
4.	George Miln	18
25.	David Morgan	19
26.	T. Nicoll	20
27.	Robert Norrie	21
28.	David Ogilvie	22
29.	Alexander Paterson	25
30.	Henry Prain	23
31.	John Rintoul	24
32.	James Robertson	8
33.	John Sharp	17
34.	John Shepherd	25
35.	James Smith	26
36.	William Tasker	12
37.	John Young	12
38.	George Young	27

Note.—Brownlee, Andrew Fraser, McLaren, Norrie, Paterson, Shepherd, and Tasker were at one time farm servants. Shepherd now farms 20 acres, Paterson 25, McLaren 27. Morgan and George Young are members of the Forfarshire County Council; Tasker is a member of Perthshire County Council, and Hutcheson is vice chairman of it. George Miln, besides being a farmer, is a solicitor in Arbroath.

III. Farm Servants.

39.	James Arthur [G.]	29
40.	William Bell [P.]	30
41.	James Blair [G.]	31
42.	William Blyth [P.]	32
43.	James Brown, sen. [C.]	38
44.	James Brown, jun. [P.]	38
45–63.	Alex. Buchan [S.] with 18 ploughmen	28
64.	John Cameron [P.]	30

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	No.
65. James Crawford [P.]	34
66. David Donald [P.]	33
67. James Duncan [P.]	39
68. James Dunlop [P.]	34
69. Henry Dunn [P.]	35
70. William Fairweather [G.]	36
71. James Ferguson [P.]	35
72. James Galletly [G.]	5
73. James Gow [S.]	28
74. D. Grieve [G.]	22
75. David Johnstone [L.]	28
76. William Keiller [G.]	37
77. Alex. Keith [P.]	38
78. Peter Kerr [G.]	31
79. David Low [G.]	31
80. John Macintosh [C.]	28
81. John Macintosh [P.]	29
82. Charles Marnie [G.]	39
83. James Molleson [G.]	40
84. William Petre [P.]	29
85. Alexander Rae [C.]	37
86. James Robertson [P.]	35
87. Peter Scrimgeour [G.]	41
88. Alex. Sinclair [C.]	35
89. James Smith [P.]	38
90. Charles Strachan [G.]	31
91. Charles Strachan [P.]	31
92. William Wanless [P.]	35
93. William Wilkie [G.]	42

Note.—In the foregoing list G. stands for Grieve, C. for Cattleman, P. for Ploughman, L. for Labourer. The list contains 13 Grieves, 4 Cattlemen, 35 Ploughmen, 2 Shepherds, and 1 Labourer, in all 55 farm-servants.

IV. Miscellaneous.

94. James Armit	28
95. Rev. James Cæsar	43
96. Rev. A. Campbell	44
97. Robert Duncan	35
98. James Galloway	45
99. Peter McCowan	8
100. William McKim	46
101. Rev. Dr. Rankin	47

Note.—Armit is president of the Meigle branch of the Ploughmen's Federal Union, he is a joiner by trade. Duncan is secretary of the same body, and draws his livelihood from that office. The Rev. Mr. Cæsar and Dr. Rankin are the ministers of Panbride and Crieff respectively, and have long and intimate knowledge of farm servants. The Rev. Mr. Campbell is a minister of the free church in Barry, and has taken much interest in the matter of small holdings. Galloway is a potato merchant in the Carse of Gowrie. McCowan, who keeps a tavern in Perth, keeps a registry for farm servants, and is much consulted by masters and men as to engagements. Mr. McKim is a schoolmaster of Scone.

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I. FACTORS AND PROPRIETORS.

1. Alex. H. Anderson, Factor on Kippendavie, near Dunblane, Perthshire, for 10 years. Cottar houses are scarce, but for the last nine years building has been going on, so many a year. There are now very few old houses. The County Council look sharp after them. Farms run from 150 to 400 acres. Most of the farmers themselves work in the field. Bothies have generally only one room, for there are only two men in them. There are two beds, but they prefer to sleep together. The farmers look well after the bothies, and the men are quite pleased that they should. Men feed in kitchen; they are only there for their meals; they have a fire in the bothy, and sit there. The relations of masters and men are good. The district is as "peaceable" as any in the country. The young men shift a good deal, but witness would not favour indefinite engagements with short notices. It would be bad for men, for masters would reduce their staff at certain seasons. A married ploughman gets 30*l.* to 32*l.* A single man gets 20*l.* to 27*l.*, but among these of course are many young inexperienced men. On dairy farms the family does the work. Has never been asked for "all money." Men are in the stables at 5.30. Start at 7, and travel in masters' time; work till 12; begin again at 1.30, and stop at 6. Evening stables are now done away with in many places. Nine years ago men used to work only nine hours. The present hours are not oppressive. If men worked willingly, however, for nine hours the farmers would not be losers by a restriction to nine hours. Men get from four to eight and ten holidays. Half-holidays could be managed in summer. There are plenty of "orra" labourers, both men and women; former at 3*s.* a day, women at 2*s.* They come from a colony of Irish navvies, who settled in Dunblane at the time the railway was made. The elder women all prefer outdoor work; the younger, however, go to the factories. The men go in gangs as drainers and make 4*s.* or 5*s.* a day at piecework. There are several farms from 80 to 100 acres. A few taken by old farm servants, 15*s.* to 22*s.* per acre of rent. Small farms better kept. Not so much waste. Such farmers, too, make fewer demands on landlords. No room for crofters, orra labour being so abundant.

Houses scarce.

Size of farms. Bothies.

Feed in kitchen.

Relations good.

Disapproves indefinite engagements.

Wages.

Dairy farms.

All money.

Hours.

Holidays.

Plenty "orra" labourers.

Drainers.

Small farms.

2. John Black, for many years factor to the Earl of Airlie, Cortachy, near Kirriemuir. There is some want of cottages. The old cottages were roofed with heavy grey slates, and in some cases the timbers have given way. Many are not good, The County Council are doing something in the way of setting them to rights. The new cottages have two good rooms and a bed-closet; privies are always now supplied, and are used when they are supplied. Farmers prefer to have some men in the bothy. Bothies are much improved; always now divided into two, and sometimes a separate room for each man. They are furnished now with concrete floors in place of clay, and the walls are lined with wood. There is a good deal of indifference among the farmers about the condition of single men. With an indefinite engagement men would stay longer. At the home farm men are paid all in money. It was very difficult to get them to take it at first, now they like it. It would be an advantage to the farmers, and no disadvantage to the men. A ploughman gets 17*s.* a week and a house, with 2*l.* of a harvest allowance. A cattleman gets 1*l.* a week. Lord Airlie has a very valuable herd. Foresters get 16*s.* for five months, and 17*s.* for the rest, per week. They stay well. They get a half-holiday on Saturday. Dykes are contracted for at 10*d.* a yard; draining at 3*s.* or 4*s.* per chain, according to the land. A half-holiday for ploughmen might be managed. Good many pair-horse farms, 60 to 70 acres; in some districts might be more. Where you have a rent of 60*l.* or 70*l.* the landlord can afford to put up buildings, and he is safer for his rent. Small farms will cost 7*l.* per acre to stock; safer to say 8*l.* On good land it will be more. These small holdings do not yield more than large holdings. It is not possible for an engaged ploughman to work a croft of five acres. There should be a few of these, although it will never pay to put buildings on them. There are a few in district; as large as 18 acres; keep a horse, and get carting work.

Want of cottages.

New cottages.

Bothies. Improvement.

Indefinite engagement.

"All money."

Wages.

Half-holiday possible.

Small holdings.

Buildings.

Stocking.

Crofts.

3. Henry Carr, factor to the Earl of Ancaster on Drummond Castle and Stobhall Estates, Perthshire. Till recently farmers preferred to work with single men in place of married men. They are now becoming dissatisfied with single men, and desire houses for married men. Lord Ancaster is prepared to build wherever he is asked to do so, and has already built a good deal. The cottages recently erected cost 160*l.* each; they contain two good sized rooms and a closet. Behind each is a shed with privy, ashpit, coal store, &c. All cottages are in good repair. The landlord now does all repairs, tenant paying one-half. These conveniences are being put up at old houses also, but things must of course be done gradually. Bothies are better fitted up now than formerly; there is not generally more than one apartment, but the number of men is small, often only one. The plan is always shown to the tenant, and it is built to his satisfaction. The County Council has not done anything towards inspecting or condemning cottages or bothies. The men treat their bothies very roughly, tear down lather and smash flooring. Farms are generally between 100 to 200 acres, a few larger. In the last 20 years 63,000*l.* has been spent on buildings on the Drummond Castle estate; 28,000*l.* on the Stobhall estate. That will include expenditure on bothies and cottages.

Change in method of working.

Accommodation.

Bothies.

Size of farms.

4. Sir John Kinloch of Kinloch, Bart., M.P., Meigle, on the borders of Perth and Forfarshire. A good many farms of 400 to 500 acres; two few single-pair farms. Land highly rented, some as high as £2 5*s.* per acre. Cottages are rather scarce—*e.g.*, on one farm, with six pair of horses, there are six cottages and three single men; that is right enough. On another farm of six pair, only two cottages; that is too little. On the former there will be got, out of these houses, almost enough orra labour to carry through a harvest. Some of the cottages are not good; new cottages have been built and old cottages repaired; a good many have been condemned by the County Council authorities, who are active in both counties. Usual construction is two well-sized rooms, with a bed-closet. That is as much as the people want. The bothies are in most cases well enough constructed, but the difficulty is to get the men to use them properly. They all get together. Short payments would be a good thing to get men to stay; an indefinite engagement, with monthly or fortnightly payments. Where there are good-tempered masters and men their relations are good. Seventy per cent. of masters are considerate of their servants, and where servants are well treated they stay. Several crofts on estate, most of them near villages; some five, 12, 14, and 18 acres. In many cases the dwelling-house is independent of croft—*e.g.*, a postman, blacksmith, joiner, &c., will have them. Only one case of an old farm-servant with one. Some of the crofters work as carters; the retired farm-servant does some farm-work. They are let year by year at much the same rate as adjoining farms, perhaps a shade higher. Cannot pay more. These crofters are not available as labourers. On a croft of 14 acres Sir John Kinloch has put up sheds, &c., costing 35*l.*; on one of 12 acres, costing 25*l.* The cost of a croft of 12 acres for first year, exclusive of rent, is 87*l.* 12*s.*

Size of farms.

Cottages rather scarce.

Condition.

Construction.

Bothies.

Migration.

Relations of masters and men.

Crofts.

Buildings.

Stocking.

5. Alex. Macduff, Esq., of Bonhard, and James Galletly, his farm manager, in the neighbourhood of Scone, near Perth. The supply of houses in this district is fairly sufficient. The old houses have frequently only two rooms. That is almost as much as the people will use. The County Council has not had, as yet, time to do much in the way of inspection. The construction of bothies is now, as a rule, very good, but they are disgracefully kept. Where farmers take an interest in them things are better. It is in the men's habits that improvement is most needed. It will take 400*l.* to stock a holding of 50 acres. Small crofts will only pay under favourable conditions, where their occupants can get employment as labourers. It would be quite possible for men to be free after two on Saturdays, excepting at certain seasons—seed-time, hoeing turnips, and harvest.

Supply of houses.

Condition.

Bothies.

Small holdings.

Holidays.

6. John Shiell, factor to the Earl of Dalhousie. The acreage of the estates in Forfarshire, not including the Brechin estate, is 29,000 acres. The total expenditure on these estates in building, from 1884 to 1891, was 99,000*l.* In that period there have been built or renovated 86 cottages, at a cost of 13,000*l.* There are not many cottages left that are insanitary. Some may be rather small; some are not lathed and plastered. But there is little or no call for interference by the County Council. The water supply is fair in the old houses, and a well is the first thing we look for in building new cottages. These have two rooms, 13ft. by 16ft., and a mid-closet, 6ft. 9in. by 12ft. They cost

Building expenditure.

New Cottages.

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Deficient in number. Bothies.

300*l.* the pair, *plus* carriages, about one-fifth more. Most of the cottars keep pigs. There is still a deficiency in number, but that is being remedied. Bothies are much improved. We find that men object to separate bedrooms; we therefore content ourselves now with separating the sleeping-room from the sitting-room. The partition does not go all the way to the roof, so that the bedroom has the benefit of the fire. There are still a good many bad bothies, but we are attacking them gradually. There are a good many small crofts on the estate. Many work as quarriers or estate labourers; others work to farmers. They are absolutely necessary to the estate, not as being directly a source of profit, but as making large farms more marketable. The buildings are the difficulty, In many cases these have been patched up, but it is not possible to renew them. As an example of the expenditure necessary, take a small farm of 47 acres on the sandy soil of Barry. A new house and steading cost 437*l.* The rent is only 42*l.* 5*s.* These small farmers of 50 acres or so cannot make more out of land, and, if their family leaves them, they frequently come to me to get off their bargain. They require all their own and family's labour to make the thing possible.

Crofts.

Small farm expenditure.

II. FARMERS.

Not many men apart from their families. Bothies too small. Allowances. Harvest work. Class of servants. Small farms not crofts wanted. Holidays. Slack time. Winter work.

7. Alexander Bell, farmer at Broomfield, near Brechin, Forfarshire. Not many cases of men living apart from families; occasionally cases, where the family is working at the works in Brechin. Many bothies are too small: no separate rooms for eating and sleeping. Men would not care about cooking being done for them. They buy groceries. I have no complaint to make of their buying whisky. My married men get 18 gills of milk for nine months, 12 gills for the other three. They also get two loads of potatoes. In harvest women get 6*d.* an hour, and are only paid when they work. They are sometimes lodged in addition. Men get 30*s.* a month, with meal, milk and lodgings like the men in the bothy. The class of servants now-a-days is very much what it always was; they are not so early begun to work as they used to be. Small crofters are not so well off as engaged men; they say so. Small farmers are wanted. Servants get a week or 10 days of holidays in the year. Besides that we could do without a large proportion of our hands for at least a month. That is a proof of slackness of work. In winter men only work while it is light.

Relations of masters and servants. Engagements. Indefinite engagements. Wages. Married men. Single men. Size of farms. Crofts. Stocking.

8. John Bryden, farmer; William S. Fergusson, farmer, Pictonhill; Alex. Hay, farmer, Mains of Calmulandie; Peter McGowan, Red Lion Hotel, Perth (acts as agent between farmers and farm-servants in making engagements); James Robertson, Taymount, Stanley, farmer; John Chalmers, farmer, Westwood; all in the neighbourhood of Perth.

The relations between masters and servants are very good. A very kindly feeling prevails. "I never asked one of my men to do a thing he did not do," says one witness. It is very exceptional to have any difficulties. Engagements are from Martinmas to Martinmas. Payments are made between terms at so much per month, and at the half-year these are made up, say, to 10*l.* Something is always kept in hand. Young men are engaged at feeing markets, which are held five weeks before the term. More experienced men are fee-ed by the farmers, one consulting the other or through the registry agent. Little or nothing is done by advertisement. Indefinite engagements with short warnings would be new, but there is no objection to them. It does not matter to farmers, but if money were paid monthly to the young men it would be less likely to be saved. A married ploughman of good class will get 30*l.* in money, 6½ bolls of meal, 12 gills of milk all the year round, equal to 2*s.* 6*d.* per week. Some get 16 gills for half the year, from two to four bolls of potatoes, equal to 30*s.* to 40*s.*, and a house. Single men get about the same money, meal, and milk and lodgings, fire and light in the bothy. There are a considerable number of farms between 300 and 400 acres in the district. A good many two or three pair of horse farms. A good many small holdings from 30 acres as low as two. Thrifty farm-servants not unfrequently take farms from 50 to 70 acres. This is the most profitable kind of small holdings. Crofts of five to seven acres will produce a good class of labourers, and should be encouraged. Their occupants can work as orra labourers, and their children are the best class of farm-servants. Mr. Hay is of opinion that a small farm can be stocked for 6*l.* per acre, but the others think this is too low an estimate. A crofter, unless he is so situated that he can make his croft a market garden, can not make more of his croft than a farmer of his farm; he can pay no higher rent. The character of farm-servants as a class is high. They will compare favourably with the class of small tradesmen. There is "nothing like enough of cottages." This is a disadvantage to farmers, who prefer married men. It also leads to a scarity of good labourers. There is no training school. The condition of houses are improving; the best construction is two rooms, 14 by 16, and a bed-closet, with out-houses, &c. The County Council have not done much in the way of inspecting cottages, except where complaints have been made. It is not now often made a condition that a servant shall supply a worker; it is so occasionally. Such worker gets steady employment at 1*s.* 4*d.* per day; at potato time 2*s.*; at harvest time 4*s.* The worker is a woman or lad. A ploughman does nothing in the morning before seven, except feed and dress his horses. There are still in many places evening stables at eight, but that is going out, and horses are none the worse. A ploughman does not work at all after dark or before it is light in winter. The full hours of work are nine and a half in the field. The travelling is generally done in this time. If a holiday is asked it is never refused. On Sunday there is one "town-keeper" among four or five. A cattle-man is never free for a Sunday in winter. The old bothies are too small, new ones are better. Some witnesses advocate system of lodgers, others against it. Impossible without more and better cottages. Farmers are willing to pay all money, but servants are averse to taking it. Desertion of service is too common. The best remedy seems to be a power of arresting wages. Wheat and potatoes grown in district, also a large number of cattle fed; not so many bred as in Aberdeenshire.

Crofter cannot pay more rent. Character of farm-servants. Want of cottages. Condition. Condition of supplying worker. Hours. Bothies. "All money." Desertion of service. Products.

9. James Cooper, farmer, near Kirriemuir, Forfarshire. The supply of cottages is short. Where there are three ploughmen there should be two cottages; that is not so. Cannot approve of many holdings under 30 acres. The small holdings at Glamis are much less; they are held by men working on the estate; farm labourers to some extent. They are not other than successful. Small holdings can pay, proportionally, more rent than large. As a rule they are better tilled. The worst part of the farm-servant's life is that he has no prospects. That is what small holdings should be made to provide.

Cottages scarce. Small holdings.

10. George Cowe, farmer at Belhousie, in the neighbourhood of Carnoustie, manager on home farm, Mains of Panmure, has also served under the factor on the Panmure estate since 1853, all in Forfarshire. Sixteen new bothies were built between 1881 and 1887, in the lifetime of the late Earl, independently of repairs. All these had separate sleeping places. Many men, however, prefer to sleep double, and in the more recent bothies there is simply a separation between the sleeping room and the others.

Bothies.

Crofts of five to seven acres are only possible under exceptional circumstances, *e.g.*, when near a quarry or a town, where employment can be got. No constant work can be got in purely rural districts from large farmers. At least the experiment is hazardous. Forty acres is as little as a man can well do with. Twenty acres may do, if it is so situated that he and another can combine their power. In 1864 a foreman had 22*l.*, and a second man 20*l.* 10*s.*; in 1874, 28*l.* and 26*l.* respectively; in 1876, 34*l.* and 33*l.* respectively; in 1883, 34*l.* and 28*l.* respectively; and in 1892, 33*l.* 10*s.* and 31*l.* respectively. Their perquisites were the same all along as they are now. As regards payments between terms, last term one man with 15*l.* due had got 9*l.*; another with 14*l.* 15*s.* due had 11*l.*; another with 14*l.* 5*s.* due had got 6*l.* Best men do not get advances. Young men do not ask for much. Relations generally are good. My men get holidays when they want them. In summer, between turnip and harvest, each man gets away from a Saturday to a Wednesday. There should be money paid for all, and men should be dealt with on a commercial principle: a man should only get paid when he works. Women workers are very scarce. Formerly had only to send into Carnoustie, and could get 60 to 80 women. Not to be got now; the factories take them all up. Our minister, Mr. Cæsar, is very regular, and attentive in his visits to farm-servants.

Crofts only possible under exceptional circumstances. Small farms. Wages. Payments between terms. Relations. Holidays. Money for all. Women workers.

11. Colonel J. F. Dickson, tenant of two farms on the Panmure Estate, Craigmill, in the parish of

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Relations between masters and servants.

Bothies.

Crofts.

Panbride, and Pitskelly, in the parish of Barry, Forfarshire. Craigmill contained 198 acres, of which 168 were arable land, Pitskelly contained about 400 acres, all arable. The best relations had always existed between him and his servants. There were 15 men constantly employed on his farms, nine of whom were married and six single, the latter bothy men. The bothies were most comfortable, and well kept. The grieve's wife looked after them. There were two crofts on each of the farms of about three acres, with suitable dwelling houses and offices. He had difficulty at one time in getting tenants for these crofts, with entry at Martinmas, because the in-coming tenant had to buy the grain and turnip crops of the out-going tenant. He had no alternative but to buy these up himself, crop the land, and make the entry a Whitsunday one, which is termed "Steelbow," the crofter only bringing his cow with him. That was all the stocking he furnished. The system now wrought admirably, and he continued to give the horse-work gratis. All the tenants on the crofts were employed as cattlemen on the farms, labourers, barn-grieve, and horseman respectively. Witness stipulated that one or two of the members of each of their families should work out on the farm at the current rate of wages in the district. He gave them constant employment. Two of the crofters paid rent, one 10*l.* and the other 8*l.* The others, by arrangement, had the crofts as part of their wages. He would like to have two more crofts on Pitskelly if there were suitable houses and offices, but as these would now cost nearly 200*l.* each he was afraid this could not be managed. The families of his crofters had grown up to be excellent servants, both the men and the women, and he recommended that it should be made compulsory that one croft should be put down on every 100 acres of a farm all over the country. By such means there would be a sufficient number of farm-servants reared and trained on the land. These crofts keeping, as they did, a cow, formed very suitable means for a farm labourer raising his family. A few years ago one of Witness's crofters left him when his family had all grown up, and he had now a dairy of 14 cows. Ploughmen had four holidays annually, viz., the two fast-days (where fasts were held), New Year's Day, and a day in mid-summer. Two more might easily be given, the employer paying the men their wages, because of a twelve and six months' engagement. In factories six holidays annually are compulsory, but, unlike the ploughmen's holidays, these were not paid for. He was a pretty large employer of labour in another industry, and, in his opinion, the farm labourer being an engaged servant, had a great advantage over the factory workers in being paid when he was off work by reason of sickness or accident. The factory worker had no such benefit. If he put in no work he got no pay. Were monthly engagements to become the practice among farm servants, and consequently monthly payments, the change as regarded married men, particularly with their cottages, would be unworkable. If the servant quitted his employment he must quit his cottage and garden also, or no successor could be got for him. Besides, he would be placed on a similar footing with the factory worker as to pay. Changing men in charge of horses, especially young horses, would be a very serious matter for the horses and a serious loss to the farmer. Since he began to farm land, in 1846, the condition and pay of the ploughmen had considerably improved. At that time the money wages paid them would not exceed 14*l.* per annum, whereas now the wages had reached to 30*l.* and 38*l.*, and the price of wheat had fallen from 50*s.* to 28*s.* a quarter. The ploughmen did what was called drudgery work long ago, such as cutting grass for their horses before yoking times in the mornings. That practice had ceased, and the hours worked now, taking an average of all the year round, would not exceed nine hours per day. His grieve had authority to advance part of the men's wages when asked for. The men knew that, and some of them availed themselves of the advance and others did not. He did not think farm servants would be satisfied were there not feeing markets. A ploughman naturally wished to sell his labour as dear as he could, and he could only learn the rate of wages going by attending a public market. He preferred the payment of money for all; but he felt certain that the men would not get such good milk to purchase, and in nine cases out of ten would not get such good oatmeal as they got from him, as he sent his oats to the miller to be ground into good meal irrespective of quantity. The wages of a married ploughman might be fairly reckoned as follows:—

Holidays.

Condition as compared with other labourers.

Monthly engagements unsuitable.

Improvement in condition.

"Money for all."

Wages.

Money wages, 31*l.*, 6½ bolls oatmeal at 16*s.*, 5*l.* 4*s.*; milk, 365 days, at 5*d.*, 7*l.* 12*s.* 1*d.*; 1,000 lineal yards of potatoes, dunged, planted, and ready to dig, 2*l.* 10*s.*; value of house rent, 5*l.*; garden (manured), 1*l.*; coals and firewood carted and all taxes paid—total 52*l.* 6*s.* 1*d.* There was little difference now in wages between those of the married and the unmarried ploughman. The wages of the latter were as follows:—Money, 34*l.*; 6½ bolls oatmeal at 16*s.*, 5*l.* 4*s.*; milk, 365 days, at 5*d.*, 7*l.* 12*s.* 1*d.*; bothy, coals, light, and firewood, 2*s.* weekly, 5*l.* 4*s.*; total, 52*l.* 0*s.* 1*d.* The ploughmen's cottages erected on the Panmure Estate by the late Lord Dalhousie were very fine commodious buildings, and the same system was carried on by the tutors. By the time the present Earl (now 14 years of age) succeeds, there would not be a property in the country better off for buildings.

Cottages.

12. William Donaldson, farmer, 130 acres, 194*l.* rent; William Parker, farmer, 300 acres, 500*l.* rent, a member of County Council for Perthshire, and formerly a farm servant; John Young, farmer, 390 acres, all in the neighbourhood of Meigle, on the borders of Perthshire and Forfarshire. There is a scarcity of cottages generally; but there are very few cases of men living apart from their wives and families. The construction of the cottages is good enough, but the water supply is often inferior. The County Councils are moving in the matter, but there are not many houses that need condemnation. Orra labour is very scarce, and farms are, in some respects, not so well worked as they should be. It is the rule now to have privies attached to houses, but they are not always used. Still the people ask for them. Bothies are sometimes disused cottar-houses, sometimes attached to steadings. Separate accommodation for sleeping not valued. Too cold, for they have no fireplaces in the sleeping compartments. Parker says "I would far rather drop in with another man." Out-kitchens would not be a benefit. Men have different tastes, and could not all be suited. It has never been tried. It would be a "very unsatisfactory thing" to do away with allowances. Even as it is there is too much food bought from merchant's carts, and a good deal of underhand dealing in whisky. Indefinite engagements would bring good men and good masters together, but, to obviate its risks, there must be some periodical way of getting at men who desert service; power to arrest wages would be the best. Wages, everything included, about 48*l.* for married men. 30*l.* in money, not in allowances. Single men get 34*l.* to 36*l.* in money. Foremen 36*l.* in money. Eight o'clock stables still the rule, would pay 10*s.* extra than do away with it. Horses go five hours together "fine." They cannot be hurried. Men could not, therefore, do as much in shorter hours. Holidays are given when asked, that is the only practical way of giving holidays. At harvest men work "cleek hours," *i.e.*, 10 full hours. One witness gives his men 5*s.* extra while they are cutting for the job, when leading meat and drink extra. another gives 6*d.* an hour for extra work. Relations are pretty good. But men resent interference. They look upon their bothy as their "castle," with which the master has no right to meddle. Relations are more kindly than they used to be. A pair horse farm, 70 acres, but there must not be too many of them or too close together.

Cottages scarce.

Scarcity of orra labour.

Privies.

Bothies.

Allowances.

Indefinite engagements.

Desertion of service.

Wages.

Hours.

Holidays.

Harvest. Extra wages.

Relations of masters and men.

Small holdings.

13. Andrew Fraser, farmer, Balmedy, Panbride, near Carnoustie, Forfarshire, formerly a farm servant. Indefinite engagements might not do much good in inducing men on stay, at least single men. Their habits of migration have become so ingrained. Besides, labour is greatly in demand, there is no danger of their falling out of employment, and the change is easily made. I pay men on account of their wages, whenever they ask it. None of my men are inclined for "all money." They see that it would be a difficulty about milk. Besides, if I am to pay in money only, I shall pay by the hour, and men will find that there are many hours in which they are not required. Taking one day with another men do not work more than nine hours a day all the year round. No regular stables at 8 o'clock in winter. Just one man to look round. My men always get a holiday when they ask it. The relations of masters and men are very good. "We 'gree (agree) fine." That is the same elsewhere. Very little "disturbance" between masters and men. Small crofts would be a great advantage to farmers, they would supply him with labourers, where now he has to use his ploughmen, for light work. I began with a

Indefinite engagements.

Payments.

Allowances.

Hours.

Relations of masters and men.

Crofts.

Small farm.

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farm of 100 acres. It cost me 600*l.* to stock it, but that was little enough. A bad fault among our servants is that they do not go to church. A man may be no better Christian for going, but it looks better. Our minister, Mr. Cæsar, is very attentive.

Allowances. Wages. Bothies.

14. Mr. David Hume, farmer, has two farms near Brechin, and two near Arbroath, all in Forfarshire. When I took a farm recently, I offered my men all money, and they would not have it. I reckon my houses to be worth 6*l.* or 7*l.*: coals and firewood as driven 2*l.*, and two loads of potatoes 3*l.* 10*s.* I think the average in money is above 30*l.* Bothies are fairly good; the difficulty is to get men to use them properly. On one of witnesse's Arbroath farms, where five men had to be lodged, there were six separate rooms; the men would not use half of them. Men do not eat now such wholesome food as formerly; hence they suffer from colics. My men stay fairly well. I would prefer short engagements; but mark the result. Twice in the last 20 years work has been stopped for fourteen weeks by frost; every year it may be reckoned at six or seven weeks. We would get rid of our men for these weeks. Small crofts are an advantage to large farmers, for they would give him cheap labour; but situated as they generally are, on poor land, they are a poor job for the crofter.

Unwholesome food. Prefers short engagements. Crofts.

Cottages. County Council. Privies. Bothies.

15. Andrew Hutcheson, farmer, in the Carse of Gowrie, and also in Strathmore. Vice-Chairman of the Perthshire County Council. The number of cottages is fairly sufficient, and their condition generally speaking is fair. The County Council has not perhaps done much directly towards improving cottages or bothies; but the fact of their existence and their powers cause many things to be done which would otherwise not be done. Most cottages have privies. Cannot say that they are always used, and perhaps sanitation is none the worse for this. Bothies are as comfortable as is the accommodation provided for any other class of single young men, *e.g.*, sailor in a forecastle. Their construction is much improved; in many separate sleeping compartments. Men are coming to appreciate thus. Cooking is just as well done when the men themselves do it. There are difficulties in the way of women going into bothies while the men are there. They clean it when the men are out. Is not sure that short engagements, *i.e.*, indefinite engagements with short notice, month or week, would keep men. If it were becoming the rule, the men would run serious risks with strict masters. If a man fell ill his place would be filled at once, and masters would cut down their staff at certain seasons. Married men, everything included, will get about 50*l.* 16*s.* in the year. To this falls to be added the driving of their coals and sticks. My men also at harvest get a gratuity of 10*s.* Single men get 35*l.* or 36*l.* in money. Grieves get 85*l.* to 90*l.* With me they are to some extent sharers in profits: but this is exceptional. Never been asked for all money; but am willing to give it. It would, however, be a step in the wrong direction for the men. Keeping up the supply of milk for his men is the most expensive part of the farmer's business. Men do not average nine hours a day all the year round, and their labour is much easier than it used to be. Harvest, for instance, used to be one of the hardest seasons of the year; now it is one of the easiest. Eight o'clock stables is no great hardship. At that time men are not working long hours, for horsemen do not work in winter except by daylight. Do not approve of system of feeding horse at 4.30 or 5, and leaving him till 5 next morning. Men are entitled to more holidays than the average of them get; but if there is to be legislation on the subject, it should simply give so many days in the year. It is impossible to say beforehand what days those are to be. To be fully enjoyed they should be consecutive. Considering the large number of men in the business, the relations of masters and men will compare favourably with those prevailing in other trades. As a master finds that kindness repays itself. Small crofts are a very doubtful benefit to their holders, unless they are near a town, so that they can go in for dairying, or use their holding more or less like a market garden. Such a man is dependent on a farmer to work his ground, and that is not always done at the proper season, and it is not easy for a crofter to get constant work as an "orra" labourer. Crofters in old days combined their crofting with handloom weaving; and now when a crofter can get pretty constant work as a quarrier, &c., he can get along well enough. To be worked to profit, a farm must have enough for a pair of horses to work, and even these must be cautiously set about. Anything less is a kind of slavery. Take *e.g.*, a farm of 40 acres; the cost of stocking will be 400*l.* Now a large return from a farm under mixed husbandry, after deductions of feeding farm horses, &c., is 6*l.* per acre. This farm will accordingly give a return of 240*l.* Of this, rent takes 60*l.*; manures, feeding stuffs, &c., 60*l.*; taxes, smith's work, &c., 20*l.*: add to this 16*l.* as interest on the sum invested in stocking, and of the 240*l.*, only 80*l.* is left to repay the labour of the farmer, two sons, and a daughter, or it may be his wife.

Indefinite engagements. Dangerous for men. Wages. Harvest. Grieves. Allowances approved. Hours. Holidays. Relations of masters and men. Crofts. Small farms.

16. J. S. Johnstone, farmer, Fintalich, near Muthil, in Perthshire, farms 300 acres. Has managed land in Forfarshire, and is familiar with East Lothian, where his father farmed. The cottages are much below what farmers require in point of numbers. They are too small, and many are in need of reparation. They consist of one kitchen and a small room. There are no privies or outhouses. None are being built. The bothy accommodation, too, is very bad; generally there is only one apartment, whatever the number of men. All sleep double. So crowded as to be unhealthy. County Council does nothing. The consequence of the inferior accommodation is that good servants will not stay. Witness has brought men from Forfarshire, but they would not stay. At first ploughman gets 35*l.*, and 10*s.* of harvest money; with allowances, he gets in all about 51*l.* 13*s.* 8*d.* Single men get from 28*l.* to 30*l.* in money, in all about 46*l.* These rates are high for the district. We never pay up in full, otherwise men would go away. That is due to the bad housing. That is at the root of the whole matter. The relations between men and masters are pretty good. Witness gets plenty "orra" workers out of Muthil. They hoe by the piece, 1½*d.* for 100 yards; at this rate women make 2*s*, 6*d.* to 3*s.* a day. In harvest women get 4*d.* an hour. Men 22*s.* to 25*s.* a week. The men in the village are largely employed as estate labourers. There are a few crofters with four to eight acres. Some of them are old farm servants. Their houses are pretty good. They work at estate work.

Cottages deficient. In quality also. Bothies. Wages. Payments. Orra workers.

17. William Macara, farmer, 200 acres; John Sharp, 230 acres; John Brownlee, formerly farm servant, now farmer, 130 acres; Matthew McInnes, farmer, 200 acres, all in the neighbourhood of Crieff and Muthil, Perthshire. Not nearly enough cottages in the district. A few have been built recently; but as yet there seems to be no system of building. Most old houses are done, and are besides too small. The new bothies are good: they have generally one room for, say, two men and a boy. Some men get fed in the kitchen; but they sit in the bothy. This is not common. The men are not easy to please with their meat. Mr. Macara's men have houses in Muthil, to which his farm is adjacent. Men very migratory. If accommodation were better, they would stay better. Desertion is far too frequent in the case of young men, and some remedy should be applied. A married ploughman gets 32*l.*, one ton of coal driven, 18*s.*, potatoes just as he wants them, house, meal, and milk. He keeps pigs; but that not very common. Single men get 22*l.* to 30*l.* When fed in kitchen they get the lower scale. On the only dairy farm in the district the head woman gets 16*l.* to 18*l.*; the other, 15*l.* to 16*l.* in the year, with board and lodging. Eight o'clock stables are still the rule; it is better for the horses; but the most important thing is that it keeps the young men at home. The men do not like it. Holidays are not grudged to good men, but a general half-holiray could not be given. At harvest time, married men get 10*s.*, or their dinner. Those that are fed in the kitchen get nothing. Harvest women get 4*d.* per hour; at other times get 1*s.* 4*d.*, and dinner. Very few small farms indeed. A pair-horse farm, *i.e.*, 50 acres, would cost from 300*l.* to 450*l.* to stock. The relations of men and masters are generally pretty friendly; the whole thing depends largely on the character and temper of the foreman.

Cottages. Bothies. Kitchen. Migration. Desertion. Wages. Dairy farms. Hours. Holidays. Harvest. Small farms. Stocking. Relations of men and masters.

18. George Miln, farmer in the neighbourhaod of Arbroath, Forfarshire, also solicitor in Arbroath. The supply of cottar-houses is barely sufficient; the older cottages are not what they should be, either in point of size or condition; many have earth floors and clay walls. The County Council have not condemned any as unsanitary. The water supply is generally good. Modern cottages have three rooms. Privies are used where supplied. Farms run from 100 acres to 500; there are a great many between 200 and 300. Very few pair-horse farms. There are a good many crofts from 5 to 15 acres. A great many farmers too careless

Houses barely sufficient. Size of farms. Bothies.

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about bothies; men do not reject or resent measures for greater comfort. Witness pays grieve's wife 30*s.* per annum for sweeping bothy daily, making beds, and occasionally, once a week, washing floor. Never heard men ask for separate rooms. The indefinite engagement is a good idea: some farmers in the neighbourhood do engage by the week or fortnight. Masters would have no objection to payments running with engagement or period of warning. What they would object to would be engagements for six months and weekly payments. This would facilitate desertion, which is too common, but a short engagement would put an end to desertion. Desertion is to be excused in many cases, for men go home to a place they know nothing about, and find bad accommodation. A married ploughman will get 30*l.* to 33*l.*, 6½ bolls of meal, equal to 5*l.* 4*s.* Sometimes 16 gills of milk, sometimes 12 gills daily in winter and half as much again in summer, say 5*d.* a day, equal to 7*l.* 12*s.*; 1,000 yards of drill of potatoes, man supplying seed, master, manure and labour, equal to 3*l.*; house 5*l.*; total 50*l.* 16*s.* to 53*l.* 16*s.* Single men, often not of full strength when they begin, begin with 25*l.* 6*s.*, and go up to 35*l.* 6*s.* Single men sell a large quantity of meal. Never heard a complaint as to quality of meal. Where farmers' wives are very economical, occasionally complaints that milk is too thin. There is sometimes, but very rarely, a little "dodging" in that way, *i.e.*, the milk is to some extent skimmed milk, and not all as it comes from the cow. Taking the whole year round, one day with another, men do not work nine hours. Nonsense to say as much work could be done in nine hours. Eight o'clock stables are not necessary. The half-holiday is quite feasible, except in the busy times. Orra labourers get 3*s.* 6*d.* to 4*s.*; women 1*s.* 6*d.* per day. At potato lifting 2*s.* Get a good supply from village of Auchmithie. Crofters do where there are quarries, &c. for them to work at. There may be employment for him from the farmers, in some cases, but the families of crofters do not do much to help the farmers: the girls especially, who are of a superior class, go into domestic service. Still if properly placed, and if there are not too many of them, the crofters may make a fair livelihood. They must be prepared for the sake of the independence and the home to sacrifice some comfort.

Indefinite engagements.

Payments.

Desertion.

Wages.

Married.

Single.

Quality of allowances.

Hours.

Half-holiday.

Orra labourers.

Crofters.

19. David Morgan, County Councillor for Forfarshire, farmer in the neighbourhood of Arbroath, Forfarshire, and at Errol, Perthshire. Twelve gills is the ordinary allowance of milk, and one ton of potatoes, which I value at 2*l.* 10*s.* It is very exceptional indeed that the milk should not be of the best quality; such a thing is scarcely ever heard of. One young man with me gets 40*l.* in money and allowances. Houses cost 135*l.* to build, are recently built, and are good. There is a fair supply; here I have six for nine ploughmen, at Errol five for nine ploughmen. That is as much as is necessary. The best cottages are a but and a ben with closet. Some are made with upstairs room, but that is not so satisfactory. Many men seem to prefer the old style of bothy to the new, with separate rooms, *e.g.* in my bothy, formerly a cottage, I had to bring the beds into the kitchen. There are still a good many insufficient cottages and bothies. The County Council pay attention to what is absolutely insanitary, *e.g.*, pigstyes, &c., but cottages are not reported as positively unhealthy. Even married men move a great deal very much for the sake of change apparently, for they do so even when wages and house are changed for the worse. Difficulties in the way of indefinite engagements with month's warning: first, it could hardly apply to married men with houses; next, it would free farmer from his obligation to pay wages during sickness, and again, if you get down to shorter periods of notice, it might be that servants would find themselves out of work for a week or a fortnight at a time. A Saturday half-holiday would not be possible, and Saturday afternoon not a good day, for with the long rest horses would be apt to suffer from colic or thickening in the legs. Holidays had better be matter of arrangement. At present they get Christmas, Whit Sunday, and Martinmas terms, and a summer holiday, and two or three days besides. They get holidays when they ask. Small holdings cannot be held by a servant while in service. On crofts there would be country employment found for a few, but a few only. between 5 or 6 and 50 acres is a mere slavery. To stock 50 acres will cost 350*l.* or 400*l.* Cannot pay higher rent unless he gets his family to work, and has advantage of proximity to town. There is no grave discontent, never any serious misunderstanding between masters and men.

Wages.

Cottages.

Bothies.

Migrations.

Indefinite engagements.

Dangerous to men.

Half-holidays.

Small holdings.

Relations good.

20. T. Nicoll, farmer at Littleton, near Kirriemuir, Forfarshire. Several farms of 500 acres in district. Not many small farms; a few crofts. Has no objection to indefinite engagements. There might with advantage be more cottages. All these are fully occupied. County Council of no use in looking after old houses. In many cases they are defective. Some new houses are being built, and some old houses have been thrown together. The old houses in many cases had one room only; all now have two, and some a bed-closet besides. Bothies are the rule: they are improving, but there is a feeling among the farmers that interference by them with the bothies would be resented by the men as an impertinence. Most bothies have now separate sleeping places for each man. A ploughman (married) gets 30*l.* in money. Meal 6½ bolls, equal to 5*l.* 4*s.* Milk 16 gills all the year round, equal to 4*d.* per day, equal to 6*l.* a year. 700 yards of potatoes, say equal to 2*l.* 10*s.* House 4*l.* Total 47*l.* 14*s.* Besides that the farmer drives the coal. A single man gets 33*l.* and 12 gills of milk. He sells a good deal of his meal; generally sells it privately. Farmer pays the highest price for meal for his men. Witness has never been told that men would prefer "all money." No farmers pay all money, but never yet met a farmer who would not prefer it. Orra labourers very difficult to get, and but for self-binders even at harvest there would of late years have been serious difficulty. At harvest engaged servants get an allowance of 8*s.* Not much extra work is asked for or given. Women get 7*d.* per hour and a little milk. Men 6*l.*, with milk and meal in some cases. Stables at eight now given up. Ploughmen in winter work with the light; barn work is done by the grieve and women, if they can be got. Many days it is difficult to get work for men. Half-holidays might be given on Saturdays in summer. But if hours are to be shortened, the same quantity of work cannot be done; there is no slack working at present. There are not enough small farms; the cost of stocking may be put at 8*l.* per acre. It would be desirable to increase the number of small farms: buildings could be put up with the assistance of Government loans, but the helpers would require, in order to give security for repayment, to be put in the position of feuars. Small farmers cannot bring more out of their farms. Taking into account that they have to pay no wages to themselves and the members of their family, they may be able to pay a little more rent, but their farms are not more productive. For crofts the competition is too fierce, and the rents therefore too high. Relations of men and masters are as a rule very friendly, particularly when the men get married and are a little while in same place.

Size of farms.

Indefinite engagements.

Scarcity of cottages.

Condition.

Bothies.

Wages.

Married.

Single.

"All money."

"Orra" labour scarce.

Harvest.

Hours.

Holidays.

Small holdings.

Crofts.

Relations of men and masters.

21. Robert Norrie, farmer in Egypt near Farnell, Forfarshire, formerly a farm servant now farms 137 acres. It cost witness 800*l.* to stock his farm; if it had been good it would have cost 1,000*l.* Fifty to 60 acres is the best size of holding for a farm servant to aspire to; a smaller holding might do in good ground, but as they are generally situated they are no use to them. There are a good many such holdings in my neighbourhood, but they are rather an incumbrance to those that have them. The ploughman's condition is much improved; at my first engagement 40 years ago, I had 18*l.*; men get 32*l.* to 36*l.* now. Farmers are kinder than they used to be. Formerly men would often get "a slap i' the lug;" nothing of that kind now. Bothies might be improved; some are very nice. Some are rather cold in winter; men sleep together for warmth. If men get allowances abolished, "it will be the biggest mistake a ploughman ever made, but it will be better for the farmers." Support short engagements, they would enable us to get rid of bad men. All the best men now are engaged at the registry or by advertisement; the feeing market has nothing like the importance it used to have.

Cost of stocking.

Best size of holding.

Improvement in condition.

Bothies.

Allowances best.

Short engagements.

22. David Ogilvie, farmer near Arbroath, Forfarshire, and D. Grieve, farm manager, Hospitalfield, near Arbroath. Pretty well supplied with cottages, which are mostly new. Water supply pretty good. Two rooms and closet. Some of the older cottages small. Furnishing will cost 12*l.* In many bothies there is a separate room for each, and it is used; a woman cleans them every day. The way in which a bothy is kept depends very much upon the foreman. Servants, especially young men, change a great deal, but that is not a bad thing, for young men must always be looking out for promotion. Indefinite engagements might be a source of danger to the farmer. (On this

Cottages, fair supply.

Bothies.

Migrations.

Indefinite engagements.

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Wages. Payments. Pigs, &c. Hours. Holidays. Small holdings.

point the witnesses differ.) Agree that wages will be from 50*l.* to 53*l.* Mr. Ogilvie has 17 married men. They all had their wages fully paid up before last term. They get money when they want it. Almost all keep pigs, but very few poultry. Taking the whole year over, men do not work nine hours a day. Eight o'clock stables are not necessary, if horses are cleaned when they are brought in. Servants get with witnesses about 12 days holidays in the year; this is a thing that is best left to arrangement. Some small farmers do well; but a small farmer cannot pay higher rent than a large farmer. It will take 10*l.* per acre to stock farm. Some

Crofts.

small crofts might do, and would produce a hardy race, but very often they have a miserable existence. They are dependent on farmers to work their crofts, and accordingly they are often not worked in proper season.

Relations of masters and servants.

Less difficulty between farmers and servants than between other employers and labourers. No grave spirit of discontent.

Relations of masters and men.

23. Henry Prain, farmer in the Carse of Gowrie, Perthshire. The relations between masters and men are fairly good, but all masters do not take the interest they might in their servants, nor do the servants on the other hand show that heartiness or care in their work that they might. They do not respect their own word, and break their engagements too often.

Bothies.

Bothies have a demoralising effect. The preference which young men have for them, as giving them greater "independence," often means that they are removed from all superintendence, and have opportunity, *e.g.*, for absence at nights.

Allowances very good.

The meal and milk which ploughmen get is of the very best; the men know that. If there be a thrifty wife in the cottage, she will give her husband skimmed milk with his porridge, and at the end of the week have enough cream to make a pound of butter.

Crofts.

Crofts will be useful, first, where they can be used more or less as gardens; *e.g.*, a neighbour of mine, four or five miles from Dundee, has 4 acres, paying 3*l.* per acre. He rears strawberries, gooseberries, &c., and brings them into town; second, where the crofter has some other employment, *e.g.*, is a blacksmith; or third, where he can get steady agricultural work from large farmers. The best holdings, however, for laird and tenant are between 40 and 100 acres.

Holidays.

Stated holidays would be a very great evil. Witness has never had any complaints from men about not getting holidays.

House accommodation.

24. John Rintoul, farmer, 232 acres, one mile from Crieff, Perthshire. Has for farm buildings in part the buildings of an old distillery. Three married men with families live in one house; each family has a good-sized room and a bed-closet. There are all the necessary outhouses. The inside of the house is "pretty

Bothy.

far through." In the bothy, which also is an old building, there are three men, and sometimes four. There are two rooms in it. It is only in fair repair.

Orra workers.

Cannot say anything as to cottages or bothies in district generally. Orra workers come from Crieff, and give a fair supply of labour. Women generally; they get 1*s.* 6*d.* a day, and in harvest 4*d.* an hour. A married

Wages.

ploughman gets 33*l.* in money, and mine gets 2 tons of coal and 10*s.* in harvest. Single men get 29*l.* in money.

Indefinite engagement.

Not in favour of indefinite engagements; has seen it at work in England, where a week's notice is given and payments are weekly. Men then take advantage of their masters at particular seasons. Work is so plentiful and labourers so scarce that men will leave their places for any trifling cause, and do not keep an engagement unless it suits them.

Breach of engagements.

Arrestment of wages should be possible. Give choice of money for meal. Money is generally taken. Within half a mile of grocer's shop.

Hours.

We work 9½ hours, and have 8 o'clock stables in winter. Till recently the hours were 10 hours. The same work is not overtaken in 9½. You cannot hurry a horse, and you cannot make a man work every minute of his time; a diminution of hours, therefore, means just so much less work. The 8 o'clock stables is the best plan for the horses.

Method of working.

25. John Shepherd, farmer, at Craigton, near Carnoustie, Forfarshire, 20 acres. Rent, 27*l.* 10*s.* Alex. Paterson, farmer, at Mossend, Carnoustie, Forfarshire, 25 acres, 18*l.* Both formerly farm servants. These witnesses do some carting in summer time. They employ no labour. Shepherd keeps one horse and works "in" with another, *i.e.*, works by arrangement.

Conditions of small crofts.

Paterson keeps two horses for busy seasons, and then gets rid of one. Small crofts, *i.e.*, 5 to 10 acres, would be beneficial on the proper places, near quarries, or elsewhere, where the crofter could get work. Shepherd spent 10*l.* per acre in stocking, Paterson only 5*l.* Difference partly due to the fact that Shepherd's land is better. As regards payment all in money, servants are better as they are. They would be very foolish "to let the milk away." Those who advocate the change know nothing about it; they either have no personal experience, or it serves them to "get up a cry." Shepherd has had occasion to complain of the quality of the milk and the meal; it is not common, but he has known it. Paterson never had any cause to complain.

Cost of stocking.

Allowances should remain.

Quality.

More cottages are needed, not enough for married ploughmen.

Cottages.

Bothies are improved, but there should be separate sleeping places for each man. Men do not in general resent care being taken to keep the bothy in order, but you will sometimes find the men locking the bothy and taking away the key.

Bothies.

Relation of masters and men.

The relations of masters and men vary according to their character. It is difficult to say what might be the effect of an indefinite engagement.

Indefinite engagement.

The best way is as at present, but men should be paid every month, a month's wages being kept in hand.

Saving.

A thrifty man should save nearly 20*l.* a year.

Products of county.

26. Mr. James Smith, farmer, Findowrie, near Brechin, Forfarshire. County grows barley, turnips, grass, and cattle. The farms are large. Some between 600 and 700 acres. Great many about 300 acres. Not

Size of farms.

many pair-horse farms (70 acres). The last are increasing, at least not decreasing.

Crofters.

Small hamlets of crofters, not much assistance to farmers as labourers, but they do a little work, and are a useful class in the country.

Cost of stocking.

The cost of stocking is not less than 10*l.* per acre. A farm of 30 acres is the best size for small holdings. Anything less is in many cases a burden.

Plenty houses.

There are plenty of cottar houses, and they are very good. They have a but and ben, large rooms, and one bed-closet with privies, &c., outside.

Construction.

They cost from 150*l.* to 160*l.* Bothies are the rule for the single men, and in this quarter are very good.

Bothie

In some separate sleeping compartments a married horseman gets, on an

Wages.

average, 30*l.* in money, a house, &c., equal to 4*l.*; milk, one pint (12 gills), in winter value 4*d.* and one and a half-pints in summer, value 6*d.*, say 7*l.* for the year; meal, 6½ bolls, at 16*s.*, equal to 5*l.* 4*s.*; fire, a ton of coal driven, equal to 1*l.*; potatoes, a load, *i.e.*, about a ton, equal to 2*l.*; total, 49*l.* A grieve will have from 35*l.* to 40*l.* in money. A cattleman has the same as a ploughman. Single men, ploughmen, get 35*l.* in money, 12 gills of milk all the year, equal to 5*l.* 18*s.* The same allowance of meal, half of it being commonly given in money, equal to 5*l.* 4*s.*; total, 46*l.* 2*s.*, and the lodging and fire in the bothy. It would be impossible to get milk if not given by master.

Allowances best.

"I have said, and I am willing at any time to do it, that I will pay all money, but will sell my cows." The demand would be irregular, and it would pay no farmer to keep cows.

Evening stables.

Evening stables are being done away with.

Hours in winter.

In winter horsemen do no work till 7.30; they stop at 11.30 and do not work at anything after dark.

General relations.

Cattlemen get no Sunday in winter. Farm servants are a fine, generous, sober set of men. The regulations between them and their masters, I think, are improving. Masters take more interest in them than they did.

Cottages.

27. George Young, farmer, Panluthie, 450 acres between Carnoustie and Arbroath. County Councillor for Forfarshire. County Council look after cottages, but there are not many on the Dalhousie Estates that call for interference.

Bothies.

In some cases pigsties too near houses have been removed and the like. Bothies are improving, and men are more anxious to keep their bothies in a good state; separate sleeping places are coming to be appreciated.

Crofters.

Witness pays up in full every six months, and never had a case of desertion. Indefinite engagements would not be a good arrangement. Has two crofters near farm. Their families are employed all the year round, women at 1*s.* 4*d.* per day; extra pay at harvest and potato-lifting.

Small farms.

The men are employed themselves at special seasons, and in summer break stones and do drainage jobs. They might in some places get continuous work from farmers, but it is doubtful. Between these small crofts and farms of 50 acres holdings are unprofitable, unless they are contiguous and can work together.

Half-holidays.

I give my men a weekly half-holiday for a few weeks before harvest; the single men took it, but the married men went on with their work as usual.

Habits of class.

Farm servants are a most respectable class; no class of working men drink less.

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B.-VIII. Forfarshire and East Perthshire.

III.—Farm Servants.

28. James Armit, President of the Meigle Branch of the Ploughmen's Union; Alex. Buchan, shepherd; David Johnstone, labourer; John McIntosh, cattleman; James Gow, shepherd; and 18 ploughmen from the neighbourhood of Meigle, on the borders of Perthshire and Forfarshire. There is a scarcity of houses, and they are bad in the main, too low, too few rooms. Many are just one apartment, which is divided into two by the furniture. Few of the old houses have more than a but and a ben. A man should have two rooms besides the kitchen. The bed-closet is not sufficient for a bedroom. The cost of furnishing a house may be put at 35*l.* to 40*l.* If there were more houses they should be held from the laird, but at present that could not be worked. Neither can short engagements be applied to married men while houses are so scarce. Otherwise indefinite engagements would be good with fortnight's notice and fortnightly payment. Men are not afraid of being turned off. Bothies are improving, but still a good many old bothies with only one room. Seen nine men in one room. Now, however, frequently separate rooms, or at least one for every two. If the bothy is cleaned regularly, and the fire lighted, men want nothing more. A married ploughman gets 32*l.* in money; meal, 5*l.* 4*s.*; milk, 16 gills, 6*l.* 10*s.*; ton of potatoes, 1*l.* 10*s.*; and house, 4*l.*; total 49*l.* 4*s.* Then firewood is driven. Never heard any complaints about meal. Sometimes milk not so good as it should be, but that is not the farmer's fault, but the fault of the housewife. A pig is generally kept, but poultry not allowed. Ten hours is the rule. Man and horse could do as much in nine. Some have tried it, and are satisfied that as much is done in nine hours. In winter, when nine hours is necessarily the limit, most work is done. In plenty of places a half-holiday once a week is given already at certain seasons. A difference of opinion as to whether there is any profit in having a croft under 50 acres. Some think a few dispersed over the country would be beneficial, others think they are a mere burden. On a small farm not so much waste; a man, for the sake of independence, too, will work harder, and sacrifice a good deal. That joined to the competition sends up the rents; the only cure is an increase in the number of the holdings. A man could not enter on a 50-acre farm with less than 300*l.* That is little enough.

Houses. Furnishing tenure. Short engagements. Bothies. Wages. Allowances. Pigs kept. Hours. Holidays. Small farms and crofts. Cost of stocking.

29. James Arthur, Grieve; John Macintosh, ploughman; William Petrie, ploughman; all in the neighbourhood of Meigle, on the borders of Perthshire and Forfarshire. There are "not neer" enough houses, and some are "gey" bad. The water supply is a disgrace. They should be held from the laird, but there must first be more of them. Bothies should be better cleaned out. That is there chief fault. Men would value separate accommodation if it could be got. The reason it is not occupied in cases where it is supplied is that the farmer grudges separate bedding. Engagements should be terminable on short notice, with wages paid every month or every week. Not afraid of falling out of work during storms in winter. Farmers could not get rid of men. On certain farms in neighbourhood men are engaged by the week, and it works well. In some places at harvest men get extra money, in some extra meat. Eight o'clock stables in winter are still the rule. That is a hardship. In winter men work nine hours in field. The day should be of that length all the year round. On some farms it is the rule, and as much work is done. Only four or five holidays in the year. There might be a half-holiday every Saturday from the middle of March to harvest-time. Men are as efficient in every way as ever they were. Relations are fairly good. Where there are good men and good masters things go well. One witness says, "I never fell in with a bad master yet." Small crofts would be very useful to farmers. A couple of crofts at hand would save a large farmer a pair of horses, *i.e.*, if the crofts were let to men who would be available for farming work, not to tradesmen, &c. Crofts can be worked to greater profit. Large farms "hash a lot; destroy a lot." On small farms everything is gathered up.

Scarcity of houses. Tenure. Bothies. Engagements. Harvest. Hours. Holidays. Efficiency of men. Relations of masters and servants. Crofts. Greater economy in working.

30. William Bell, ploughman; John Cameron, ploughman; John McLaren, formerly a ploughman, now farms 27 acres; all in the Carse of Gowrie, Perthshire. More houses for ploughmen are much wanted. A good many are too old, some not large enough, some whose floors are sunk in the clay and therefore damp; some have only one room and a closet; two rooms and two closets proper size. Houses are not worth 4*l.* a year. Bothies are improving, still some are pretty bad. Sometimes only one room for eating and sleeping, but only two men in such. Eight men, however, will be put in two rooms. There should be separate rooms, one for each man. Some men are very careless, but they would appreciate this, and would also like the bothy regularly cleaned out. Farmers take very little oversight of the men's quarters. Men make no objection at all to farmer's visits unless he comes behind their backs. There is not much friendly feeling between the big farmers and the men. There is "peace, and nothing more." Masters stand aloof from men, and their relations are purely commercial, *e.g.*, there is only one farmer in the district who is a member of the International Ploughmen's Society, though many have been asked to belong to it. There is no other Union in the district. There should be regular payments once a month or once a fortnight. There would be no objection to keeping a month's pay in hand, but men should have a right to payment once a month. Now they have to ask for it. Would not object to present engagements, viz.: for year and six months. There is no cause to complain of allowances. General opinion they are better than all money. Only heard of one complaint as to meal in the Carse in 33 years. "Ploughmen's meal" means the best meal. A married man gets 33*l.* in money; meal say 5*l.* 4*s.*, milk 12 gills, say 6*l.*; potatoes two bolls, say 1*l.*; house 3*l.* 10*s.*; total 48*l.* 14*s.* Single men get about the same money. Eight o'clock stables are still the rule; there is, however, no great difficulty most days in cleaning horses when they come in. Some days they might have to stand a little, and on all occasions some one man should look round. On this heavy land nine hours is as much as man and horse can work. Mr. McLaren, who works for himself, does no more. A good many men still have to cut grass in the morning before taking the horses out, and that is considered a hardship. It is given up now in many places. In summer here the horses are not out. When it is not done in the morning, some one man does it through the day. A croft of less than 10 acres will do, if it is in good land, and conveniently situated. The next size that is likely to be profitable is a pair-horse farm, *i.e.*, 40 acres of black land, or 50 in clay. There is not so much waste in a small farm. The rate of rent will be 30*s.* in place of 25*s.*, the rate on other farms. 5*l.* an acre will stock a farm well enough, without starving it in any way.

The Agricultural Labourer. Bothies. Relations of masters and men. Engagements. Allowances. Wages. Hours. Cutting grass. Croft. Small farms.

31. James Blair, Grieve; Charles Strachan, Grieve; Peter Kerr, Grieve; David Low, Grieve; Charles Strachan, ploughman; all in neighbourhood of Brechin, Forfarshire. Agree in estimating ploughmen's wages at about 49*l.* Cottages are plentiful enough, and some are standing empty. County Council are keeping their eyes on cottages. Bothies are preferred. Men would not stay in a kitchen. They would not care about having cooking done for them. Married men would not take lodgers. The bothies in some cases are too small. That is their chief fault. "If we lost our allowance we would lose our best friend." One of the witnesses states that his master ordered him to fee men "all in money." He could not get a man. Most married men are engaged by advertisement or registry. Monthly engagements and monthly payments desired. A master could not do without servants, or any of them, for a month. It has been tried in the neighbourhood, and has succeeded, but it would not do for married men. In winter only work while it is light. In bad weather clean harness. Nine hours all the year round should be the rule. As much work would be done. In February, when light gives you nine hours, most work is done. If nine hours conceded, half-holiday not wanted. Not many places of 50 to 70 acres. More are required. Smaller places do not do. They are more trouble than they are worth. There is an International Ploughmen's Society, a benefit society, in the district. The Federal Union has never taken hold.

Wages. Excess of cottages. Bothies preferred. Allowances preferred. Advertisement. Short engagements. Hours. Small holdings. Societies.

32. William Blyth, ploughman, near Dunblane, Perthshire. Servants are almost all engaged from Martinmas to Martinmas. They get instalments of wages when they ask for them, both married and single, but are not fully paid up even at half-year. Favours engagement for year, and monthly payments. That is sometimes done; has had it himself, and it should always be the case. Leading men are engaged by advertisement, but that is not common. For self, would prefer money for all. Masters also would prefer it, for it would save them trouble. It

Want of houses. Terms. Money for all preferred.

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might not do in outlying districts. It is exceptional that there should be any fault to find with the quality of the allowances. Evening stables are a hardship, and could be done away with. As much work could be done in nine hours as is now done in nine and a-half. When there is only a pause for one and a-half hours at mid-day horses do not get properly rested. Has worked both systems, and is satisfied that the extra half-hour's work is of no practical benefit. If you avoid seed-time and harvest, half-holidays might be arranged. The precise day would be a matter for masters and men to adjust. Houses should be held from the laird. The present system gives a hard master too much power, and witness has seen one very hard case of a married servant dismissed in a moment for disobedience to orders, and turned out of house. There are some damp old houses in the district that are also too small. The cottages might be better looked after, and there are hardly enough of them. It will take 30*l.* to furnish a house. There are both bothies and kitchens in the district. Bothy is preferable. A man is more his own master. There is a great improvement in bothies, and in the way they are kept. Men prefer to have a room for each pair. They do not object to the bothy being cleaned, but they often lock it to prevent servant from meddling with their things. Men prefer preparing their own food. Then they get what they each like. A pair-horse farm is very desirable for a farm servant. It could be stocked for 100*l.* "At least, I would venture it."

Hours.

Half-holidays.

Houses.

Tenure.

Condition.

Bothies and kitchen.

Pair-horse farms.

33. David Donald, ploughman, near Carnoustie. There are enough houses, and their condition is fair. In the old houses there is no division into separate rooms at all. Bothies are much improved. Now fair over all. Men like separate rooms, where they can keep their own goods. Has been in places where men would not let woman in to clean bothy, but the more sensible appreciate a woman's assistance in cleaning and in lighting fire for them. "If you have a just man, I never saw but that the master was just." On the other hand, men stay well where they are well treated. Indefinite engagements would be very difficult for married men. But men should get their money every month, and could then go into a cheap market. A man does not like to have to ask for money at the end of a month. In one place witness was paid every week, and never was better. If a man was "far out"—*i.e.*, in the country—it never would do to give him all money. Has heard occasional complaints about milk and meal, but thinks they were "just a piece of folly." Agrees that wages will, everything included, exceed 50*l.* Reckons the value of potato allowance at 3*l.* Witness has a small holding of three acres, with a house. Holds it from farmer, and gets 10*l.*, or thereby, less wages. Is bound to keep two workers, who get constant work from the farmer. There are barely enough buildings on my holding. Such a croft, or say five acres, held from the laird, and not from the farmer, would be an excellent thing. The crofter would get constant work. Fifty acres is the next size of holding that is feasible, but it would cost between 400*l.* and 500*l.* to stock. A limitation to nine hours' work would be better than half-holidays, and as much could be done in nine as is now done in ten.

Houses.

Bothies.

Relations of men and masters.

Indefinite engagement.

All money.

Wages.

Small holding.

Small farm.

Hours and holidays.

34. James Dunlop, ploughman, unmarried, near Muthill, James Crawford, ploughman, married, near Crieff, both in Perthshire. Houses are very scarce. Crawford lives in a house with another married man, belonging to a different farm. Many houses are damp and old. Bothies are not in general good. Frequently men feed in the kitchen, and sit and sleep in the bothy, which is merely one room. Men sleep double frequently. The kitchen is preferred, because the food is better. A married man will get upwards of 30*l.* in money; a single man, feeding in the kitchen, will get 30*l.* As a general rule meal and milk are of good quality, but there are sometimes complaints. Men would prefer money for all, and most masters would not object. A 12 month's engagement is too long for men to be tied; should be indefinite with a month's notice. There are no registries. Breaches of engagement are wrong in principle, and witnesses condemn them, but this is to be said that a man going home to a new place too often finds the accommodation very bad, quite unfit to stay in. Eight o'clock stables are quite unnecessary; Crawford has tried both ways. Of course someone must look round at eight, but one can do that for all. The day's work should be nine hours, *i.e.*, taking one day with another. In winter it is not nine hours. A larger rest in the middle of the day would make horses able to work better in the afternoon. The relations of masters and men depend upon the individuals. Some masters are not so considerate as they should be, *e.g.*, will go into bothy when men are out. They have no right to do that. There are no Unions or Societies in the district.

Houses.

Bothies.

Kitchen.

Wages.

Money for all engagements.

Breaches of engagement.

Hours.

Relations of masters and men.

No Unions.

35. Henry Dunn, ploughman, James Fergusson, ploughman, James Robertson, ploughman, William Wanless, foreman, Alexander Sinclair, cattleman, formerly ploughman, Robert Duncan, for 14 years a ploughman in Forfarshire, now secretary of the Federal Union of Ploughmen. Engagements in Perthshire, both for married and single men from Martinmas to Martinmas; payments are not bargained for till end of the year, but married men often get 1*l.* a month, sometimes get paid fortnightly, but wages never fully paid up. Not many engagements made by advertisement, farmers go about from one to another. Feeing markets are going down in the sense that not much is done on the street; there are two or three men in Perth, who without keeping a registry, are consulted both by servants and masters. The market is five weeks before the term; if a servant is not asked to remain, it is presumed that he is going. Indefinite engagements, with a month's, or even a fortnight's warning would be preferable to the present system. Many farmers make it a point that a servant shall supply a worker when required, sometimes two. An orra labourer, if a man, gets 18*s.* to 24*s.* per week, a woman 1*s.* 3*d.* to 1*s.* 6*d.* per day. Houses are too scarce. Farmers prefer married men if they could get them. Many of the houses are bad; have only two small rooms. Very few new houses being built. New houses also too small. Two rooms and a bed-closet. County Council do not pay any attention to matter. Bothies are the rule for single men; men prefer them, even as they are, to kitchen. New bothies show some improvement, but not very many of them. Few of them have separate sleeping compartments; would be appreciated if they had. Many of them very filthy. A married ploughman will get, if a first class man, about 32*l.* in money, 6½ bolls of meal, 14 gills of milk all the year round. Potatoes, 2 bolls, *i.e.*, 10 cwt. These are not selected, but just as they come. Then he has a house. Single men get perhaps 2*l.* more in money, and same allowances. Bothy instead of house with fire and light. Second class men get 2*l.* less in money. Cattlemen get same as first class ploughmen. On many farms in the district there are no grieves. Foremen take their places. At harvest time servants get 10*s.* extra; hired hands get: women 3*s.* 9*d.* a day, and sometimes lodging; men 5*l.* 10*s.* to 6*l.* for four weeks, sometimes lodging if they have far to go home. Occasionally ploughmen get allowances of meal and milk, and then 10*s.* less wages. Work 10 hours in field at harvest, at leading as long as they can see. At other times ploughmen in stables at 5, feed horses and do odd jobs till 6.30.; then half an hour to themselves; at 7, horses go out, work till 12, off from 12 to 2; then from 2 to 6.30. Stables in winter at 8 p.m. Men travel half in their own time and half in masters. Where distances long all in master's time. Nine hours work in field long enough, as much work would be done. It has been tried and succeeded. Men in many places are considered in rough weather, and for want of female labour often turned to light work. A farm servant gets about six holidays in the year. A half-holiday is much desired. The best day would be Saturday. Single men sell at least half their meal; they sell to the farmer, but he never gives them more than 1*s.* below the market price per boll. All money would be generally preferred. Small holdings are much wanted by farm servants, *i.e.*, holdings of 30 acres. If a man gets a lease of such a holding, with a dwelling house on it, he could put up the other buildings quite substantially of wood for himself. If servants had a half-holiday they could work 5 acres while in service. There is the International Society, a benefit society, registered, started in 1866. The head quarters are in Arbroath. Then there is the Ploughmen's Federal Union, a federation of different county societies. The following are extracts from their rules, viz.:

Engagements.

Payments.

Orra labourer.

Want of cottages.

Bad repair.

Bothies.

Wages.

Married men.

Single men.

Grieves.

Harvest.

Hours.

Hours should be shortened.

Holidays.

Sale of meal.

All money preferred.

Small holdings.

Buildings.

Societies.

Objects of the Union.

Rule I. The objects of the Union shall be to establish branches in Scotland, and to strengthen the power of farm servants in Scotland. To obtain weekly payments and money wages, weekly half-

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holiday, and a suitable number of whole free days. That a week's work shall consist of 56 hours, and this to include carrying of plough irons, &c., all after that to be paid at the rate of 6*d.* per hour; abolition of feeing markets; better housing, and bothy accommodation; and generally to protect the farm servants who are members from all oppression and tyranny. To provide for the ploughmen a sick benefit and funeral society, and superannuation fund for aged members.

Rule II. Branches shall consist of any number of tradesmen, ploughmen, and labourers, under the name of the Scottish Ploughmen's Federal Union.

Perth is the head quarters of this Union. It has 6,000 members in all. Over 100 in Perthshire. It has branches in Ross, Caithness, Forfar, Stirling, Dumbarton, Lanark, Renfrew, Ayr, Dumfries, Kirkcudbright, Wigtown, Mid-Lothian, Berwick, Roxburgh, and Peebles.

Cottages. Bothies.

36. William Fairweather, grieve, near Arbroath, Forfarshire. Room for improvement in condition of cottages. In general, "not so bad." In many, however, floors not good, drainage very bad, furniture actually spoiling from damp. Bothies are a great deal better; not many bad now, but some like pigstyes. Farmers never enter a bothy; some of the men on the other hand will take no care, however nice you make their bothy. Some men keep the bothy very tidy. There is not separate sleeping accommodation for each in many. Men, witness thinks, would like it. As a general rule a pig is kept. A half-holiday could be arranged except for a month in seed time, and another in harvest. It could be universal; there would need to be a toun-keeper as on Sundays. Small farms are good, but few save enough to take them. "Better bide with a master than go into a farm with borrowed money." 400*l.* would be little enough to stock a farm of 70 acres. Small holdings of from five to seven acres are a mere "trauchle" (*i.e.* burden); never keep a man except like a slave. Minister never looks over the bothy door.

Pig kept. Small farms. Crofts.

Cottages. Condition. Bothies.

37. William Keillor, grieve, Alexander Rae, shepherd and cattleman, near Carnoustie. The supply of cottages is sufficient. Two cottages in our neighbourhood are now standing empty. Some of the old cottages are very bad. No division at all in them. They are not perhaps unhealthy, but very uncomfortable. Nothing much wrong with the water supply. Bothies are better than they used to be. Rae does not favour separate sleeping places; thinks they would be very cold, but has never tried one. Young men prefer to cook for themselves, but have no objection to the bothy being made clean regularly. Some masters do not pay much attention to the bothies, but many men do not care about masters having anything to do with the bothy. Relations between men and masters are good; never had any trouble. There is not much wrong with the hours, except the stables at 8 o'clock, and the taking the plough irons to the smithy in the servants' own time, and these things might be easily put right. Prefer payment by allowances, and never heard of any complaint as to measure or quality. Young men shift, but it is a good thing for them to do, and indefinite engagements would do no good. Holidays can always be got when asked. A cattleman gets no free Sundays in winter, but it is easier for him to get away in summer than for the others. Crofters on 5 to 10 acres would be useful to farmers as orra men, often they were too old to follow the plough. Would always be work for them. But no regular servant has time for a croft. Not many members of the Union in the district. These witnesses represent the views of the other servants on this farm (three in number), whom they had consulted before coming.

Relations good. Hours. Allowances. Migration good. Holidays. Crofters. Union not strong.

38. Alexander Keith, ploughman, near Arbroath, Forfarshire. This witness desires to be taken as representing the views of James Brown, senior, cattleman, James Brown, junior, ploughman, and James Smith, ploughman, all of whom are on the same farm. They had been prevented from attending, but had instructed Keith on the various points noted below. Relations of masters and servants are good. "I never met a master that offered to persecute me, if I was doing well." There is no feeling of antagonism. "Masters have a regard for any just man, and try to encourage him." There is a sufficiency of cottages; they are fairish. Most of them just two rooms. The bothies are some good, some bad. The new ones are better. They have separate sleeping rooms. The men like that, and use them, especially in summer. Indefinite engagements would be good, even for married men. They would just supply themseves with houses as best they could, as they do now between terms. But they would not shift; there would be more harmony. Married men get 32*l.* in money; 16 gills of milk all the year round, at 6*d.*, equal to 9*l.*; 6½ bolls of meal, equal to 5*l.* 4*s.*; a ton of potatoes, equal to 3*l.*, and a house, 4*l.* Total, 53*l.* 4*s.* Single men get 3*l.* or 4*l.* more in money. Most keep a pig. Men who ask for money for all do not see the other side. "I never yet was used shabby with any perquisites." As much could be done as at present in nine hours if the men were really busy. Nine hours would satisfy men without half holidays. In harvest time we get 6*s.* for working "cleek time," *i.e.*, exact from and to the hour. That is during cutting. During leading we get refreshments. Orra labourers are very scarce, except near Arbroath. Crofters would supply this. They would need to be in little groups, if their holdings were below 20 acres, so as to be able to combine for horse-power. If they are dependent on farmers, they cannot be sure of getting the work done in proper season. Fifty acres would cost nearly 500*l.* to stock. A small farmer can bring more out of the land and pay more rent. The Federal Union has some members here, but they are few, and not increasing.

Indefinite engagements approved. Wages. Allowances best. Hours. Harvest. Orra labourers. Crofters. Small farms. Union.

39. Charles Marnie, grieve, and James Duncan, ploughman, both near Brechin, Forfarshire. Concur in estimating wages at about 49*l.* for married men. Single 35*l.*, and allowances in bothy. "All money" never would do for all, and never would apply to milk. Cottages in good order. Most are pretty new. Three rooms. That is quite enough. The bothies are "just middling"; many are too small; but many often have separate rooms for sleeping and eating. Some have separate bedrooms; where they are provided they are used. The management is improving; formerly the beds were never made. Men appreciate advantages; they would appreciate having women to cook for them. As much work could be done in nine hours as is done now. Small places are what farm servants desire; even six or seven acres, if on good land, is a great thing; it is a home to a man, and he can make it pay.

Wages. "All money" would not do. Cottages. Bothies middling. Hours. Crofts.

40. James Molleson, grieve, near Arbroath, Forfarshire. The cottage supply is fairly sufficient, and the condition fair. Farmers are sometimes careless about their bothies. Men like separate accommodation for sleeping, where it is provided. The cry for "all money" is "just saying for saying's sake." Never heard complaint of quality of allowances or insufficient price. A half-holiday might easily be arranged; plenty give it from Whitsunday to harvest. A small croft is just a "trauchle," (*i.e.*, a burden). It makes a man a slave.

Cottages. Bothies. All money. Half-holiday. Croft.

41. Peter Scrimgeour, farm manager, Balboughty, a home farm of Lord Mansfield's near Perth. Houses are too scarce, and many of them need renovation; their floors, for instance, made of clay, are bad. Old houses are too small for a man with a large family; they have generally only two rooms. The new houses have two bed-closets in addition. For 15 or 20 years there has been an improvement in bothies, and a great deal has been done in the last two. Where separate accommodation is provided men use it, and prefer it. A woman cleans bothy, and changes bed-clothes once a week. That is all the assistance men get. In the gardener's bothy, a woman cooks for them, and this does well. No reason why this should not be done in the ploughmen's. Men sell half their meal; cottars, blacksmiths, &c., buy it; never heard of it being inferior quality; "ploughmen's meal" is considered better than ordinary qualities. Men are always free to sell to whom they please. It would be the greatest curse that ever befel ploughmen if perquisites were done away with. My men are paid up in full at Whitsunday; but this is not usual. Feeing markets are bad. Indefinite engagements might work well. If there is to be a term it should be entirely changed. It should be 28th March. That is a slack time of year; but you have a good chance of fine weather. A man coming to a house would be able to begin working his garden. Holidays might quite well be arranged for and given; but the precise days could not be settled beforehand by Act of Parliament. After 20th June to harvest might be a half-holiday every fortnight. Witness is in favour of nine hours in the field. Horsemen do not do barn work in winter; women do it at

Scarcity of houses. Accommodation. Bothies. Allowances. Allowances preferred. Terms, &c. Holidays. Hours. Winter.

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Crofters.

1*s.* 4*d.* a day; but they are difficult to get. Never bargain that men shall supply a worker; do not think that right. Our crofters do estate work. A croft for a ploughman in service is nonsense; he cannot do it. For labourers it would be a good thing. Lord Mansfield pensions all his old servants.

Bothies.

Allowances.

No complaints.

Indefinite engagements would not do.

Hours.

Small farms.

No Union.

Wages.

42. William Wilkie, grieve, near Errol, Perthshire. It is not easy to say whether the men in bothies would prefer separate sleeping places or not. Some would, some would not. In the last twenty years a great improvement; now, as a general rule, at least two compartments. At times men say they want money for all, at times they do not. Milk would certainly be inconvenient to get. Witness, as a man with a family, prefers the present system. Never was in a place where any complaint was made of the milk or meal. Men do not shift much so far as witness knows. Indefinite engagements would not do for married men, houses being so scarce. Eight o'clock stables are still the rule, and there are many days in the winter when horses come in covered with the thick Carse mud, when you could not clean them till 8. A full day's work with a pair of horses should be done in 9 hours. There are some small farms in the districts taken by old farm servants. They are pair-horse farms, and employ no labour. There is no Union and no Societies in the district. A married ploughman gets 33*l.* or 34*l.* in money; a single man 32*l.* to 38*l.*

IV.—Miscellaneous.

Relations of masters and men.

Habits good.

Migrations.

All money.

Cottages.

43. Rev. James Caesar, minister of Panbride, Forfarshire for 40 years. The relations of masters and men are good. Farmers take more interest in their men than they get credit for. Farm servants are a very decent class of men; there is very little intemperance among them. They come in on a Saturday night to Carnoustie, *i.e.*, the single men; but there is nothing far wrong with them. The young men change for the sake of changing, and I know nothing that will keep them. Farmers are willing to pay wages all in money, but the more thoughtful ploughmen do not want it; my conviction is that they are better as they are. The modern cottages are very good; the old houses, as a rule, are comfortable enough, and in some cases, are warmer.

Payment in money.

Masters are willing to pay in money.

Houses.

Bothies.

Half-holidays.

Payments.

Small holdings.

44. Rev. A. Campbell, minister of the Free Church in Barry, Forfarshire; eight years minister in the district; 38 years of age; and takes a great interest in "ploughmen's question." Thinks legislation should forbid payment in kind, but if there is a feeling against such legislation, would be of a different opinion. You must legislate for the whole country, and allow particular districts to contract themselves out of it. There are no serious complaints as to the quality or quantity of allowances, nor does payment in allowances operate prejudicially, except that there are cases in which a man sells his meal below its value, but a man should be allowed to buy what he wants, when he wants and where he wants. The "truck" legislation should be applied to this subject. The present case and the ordinary cases of truck do, however, differ. Masters are willing to pay in money. The houses in the immediate neighbourhood are exceedingly good, and generally sufficient. Throughout Forfarshire many are too small, and even unhealthy from being too near cattle yards, &c. In some cases they are not supplied with privies. The people complain of this, and would use them if they had them. There is a considerable improvement in bothies, but there is still room for it. In a great number of cases they are but a single room. Generally there are three men in a bothy. Has been in bothies, never saw a case of men sleeping together. Thinks that ploughmen, as a class, are beginning to have more refinement. Number of farms now give half-holidays in summer. In computing holidays it must be remembered that in many places fast days are now abolished. Payments should be monthly, and engagements also; there is no difficulty in applying this principle to married men. Crofters under 10 acres can pay interest on the necessary buildings, or put them up for themselves, *e.g.*, a holder of 10 acres can pay 5 per cent. on 250*l.*, the cost of buildings, and rent for his land besides at as high a rate as farmers pay. Small farmers, *e.g.*, do pay in many cases, in purely agricultural districts, three times what other farmers pay per acre, but by industry and thrift manage to exist fairly comfortably. This shows what a margin there is for cost of buildings. Their rents at present, however, are too high. Near a town or large village small holdings will do well. Is a member of committee of Scottish Small Holdings Association.

Cottages in bad order.

Wages of potato lifters.

Hours.

Relation of masters and men.

45. James Galloway, potato merchant, Errol, Perthshire. The cottar houses are in bad order; if there were better houses, married men would stay better. As it is farmers are forced to employ single men, for men who marry, seeing no prospect of getting a comfortable house in the country, go into towns. The houses are old and in bad repair, and no new houses are being built. The County Council does nothing. I employ in my trade 5 to 10 men. I regard their occupation, dressing potatoes, as skilled labour. The best men get at the rate of 70*l.* a year for eight months. They lift, sort, and cart the potatoes, &c. None are under 1*l.* a week. For the other four months they work at the salmon fishing, harvest, &c. I also employ 15 women; give them constant employment at 1*s.* 6*d.* a day, and all the potatoes they want at lowest wholesale prices. They work seven to eight hours in the dead of winter, in spring nine to ten. They are paid every fortnight. There is very great difficulty in getting female workers. The supply of labourers is diminishing; for this the want of houses is largely to blame. There are a good many quarrels between farmers and their men. The men are a simple class of men; when they are better educated they will see the folly of giving attention to paid agitators in place of recognising that their interests and their masters' lie in the same direction.

Cottages too few.

Condition bad.

Bothies.

Relations, good.

Allowances.

Condition of ploughmen.

46. William McKim, schoolmaster at Scone, near Perth. Cottages are far too few, and their condition is often not good. The County Council are not, so far as witness knows, moving in the matter. Witness has heard men complain of crowding in bothies, and is satisfied that they would be glad of separate rooms. The relations of masters and men are very good. Farmers take a kindly interest in their servants; they do so as much as I do in my assistants. Never heard a complaint of the quality of the allowances. Has frequently himself bought meal from ploughmen. Ploughmen live as well, and send their children to school as well dressed and cared for as any tradesmen.

47. Rev. Dr. Rankin, Muthill, Perthshire, 24 years in parish.

Estate Workers.

Estate workers.

These consist of woodmen, hedgers, dykers, and garden hands, and form an important element of the population of the village of Muthill. Their hours are from 7 a.m. to 6 p.m., with quarter of an hour at 10 a.m. for "a piece," and an hour at 1 p.m. for dinner. From 15th October to 15th February they work from "light to light," and have an hour for dinner at 12. They stop work on Saturday all the year round at 2.30. The run of wages is 16*s.* and 15*s.*, but older or less active men are 14*s.* and 11*s.* Some of the men have from two to three miles daily to walk to and from their work, which is bad both for employers and employed. Besides the above wages they get half pay during illness, and a pension of 5*s.* and 3*s.* weekly in age and for widows. While the pension system is a great boon it is liable to be withheld for reasons which the workman has no means of answering or getting an impartial judgment upon. If withheld for eye-service or peculation it is all right; but who can tell that the chief reason is not occasionally political difference or personal resentment.

An excellent custom prevails of admission of villager's cows to a large and convenient field at the moderate cost of 2*l.* 8*s.* for the season's grass. There are 23 cows in the park at present, but, unfortunately, the number is decreasing, as some years ago it was 32 and even higher.

The villagers have also several fields of acre-land. This, however, is let at from 2*l.* to 3*l.* per Scots acre, whereas adjacent farm land is let at 23*s.* and 25*s.* per imperial acre, equals 27*s.* 7*d.* and 30*s.* per Scots acre, a very marked difference, to the disadvantage of villager compared with farmer. The result of this is that the acres are being gradually dropped by ordinary workmen and villagers, and are being clubbed into larger lots by a few who have horses, and don't need to pay special hire of a plough.

The retention of this class of peasantry, which forms the backbone of many villages, is of twofold importance, because their families not only fill the places of their parents, but also continue to supply ploughmen, domestic servants, and artisans. Locally, their present position, upon the whole, is good and hopeful. But I would like to see more of them proprietors

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of their own dwellings (average value here, perhaps, only about 100*l.*), more cows kept, and more tidiness in village gardens and the fences between them, and some of the gardens enlarged, so that village life may have fair play, and hold its own.

Ploughmen.

Ploughmen.

I lay little stress on ploughmen's wages, because wages are guided by laws which are nearly all self-acting. Nor does part payment in meal and milk seem to me objectionable, but commendable rather. The point is to ascertain what are the causes which make ploughmen move so often from farm to farm, and which make so many of them migrate from country to town. The answer to this seems to me to be that they must be made more comfortable and provided with a better prospect for the second half of their life—say from 40 to 70 years of age. They are almost the only class of working men who have no half-holiday on Saturday. This might be provided for them easily, except in the throng of seed-time and harvest. One inducement to changing of situations is the getting of market holidays, to avoid which it might be arranged to give two days' freedom twice a year, independent of flittings or markets, the holidays to be at some slack season of farm work. The question of housing is of main importance. In this parish only about one farm in three has a cot-house for a ploughman. The bothies are fairly good, and are less objectionable because occupied by fewer men than elsewhere, the farms not being large. But as a class ploughmen can never be settled or comfortable without houses of their own, and some arrangement in a fair proportion of cases for keeping a cow and pig, and hens or ducks. Whether associated with villagers or ploughmen, a greater personal interest in cultivation of portions of land or in small pasture fields seems absolutely necessary. Purchase of land for this purpose is impracticable to any extent, and what is wanted is a reasonable facility for renting such quantities as are required at a rate similar to that paid by the farmer.

Beyond this again comes the system of small holdings of from 20 to 40 acres. These two combined (village acre-land and small holdings) would furnish a door of hope to the thrifty and steady ploughman when he reached the age of 35 to 45, which he has not had for a generation past. All this involves no new theory, but the restoration and freshening of the good old way of our forefathers. And it needs to be done by others; for ploughmen, who, from their isolation and pinched circumstances, cannot effectively combine, like some other bodies of men, in self-defence; for the so-called Ploughmen's Unions are one-sided shams, got up to catch the agricultural vote, and not for the honest help of the class, to improve their condition.

MEMORANDUM on the preceding REPORT by Mr. G. R. GILLESPIE (late Assistant Commissioner) on the Agricultural Districts of Forfar and East Perth.

To Geoffrey Drage, Esq., Secretary.

Sir, 10 *November* 1892.

The report upon the condition of the agricultural labourer in Forfar and East Perth, which is now presented, possesses a melancholy interest, as it was the last work in which Mr. Gillespie was engaged before his sudden and premature death on the 13th of October last. On the 11th of that month he wrote to inform me that he had finished this report and sent it to be copied, and that he was making arrangements for an inquiry in Fife and Kinross, the district which had been assigned to him for his next inquiry. Before that letter reached my hands the writer was dead. In his letter Mr. Gillespie had complained that he was racked with pain in the shoulder and chest from rheumatic gout, but he wrote in a humourous manner about it. Although he had been suffering thus for a month he had prosecuted his inquiries under the Commission with unremitting diligence, and without regard to his own health and comfort.

As I was the chief medium of communication between this Commission and Mr. Gillespie, I may perhaps, without impertinence, express my sense of the loss which the Commission has sustained by the untimely removal of my late colleague; and my high opinion of the ability, energy, and integrity with which he discharged his duties as an Assistant Commissioner.

I met Mr. Gillespie at Edinburgh on the 12th of July last (immediately after his appointment), and on that and the following day we discussed the subject of the inquiry. A few days afterwards he submitted a scheme dividing the agricultural parts of Scotland into districts of inquiry, and this scheme was approved and adopted.

On or about the 22nd of July Mr. Gillespie commenced his inquiry in Moray, Banff, and Nairn, and between that date and the day of his death he had surveyed and completed his reports on the arable districts of those three counties, and also those of the counties of Aberdeen and Kincardine, Forfarshire and East Perthshire. These reports supply, in my opinion, ample proof of Mr. Gillespie's fitness for the post he had accepted, and of the impartial and even-handed way in which his inquiries were conducted.

When I first met Mr. Gillespie I was impressed by the vigour of his intelligence, his extensive knowledge of his country, and the practical character of his proposals, and subsequent experience has fully confirmed those impressions. He had a clear idea of the work that he had to do, and he did it most conscientiously.

I have thought it a duty to record thus briefly my opinion of the services of my late colleague to this Commission.

William C. Little.

Note.—If in the revision of the proofs of the accompanying report some errors have escaped notice it must be remembered that the author had not seen even the fair copy which was prepared for the printer.—W. C. L.

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ROYAL COMMISSION ON LABOUR.

THE AGRICULTURAL LABOURER.

VOL. III.

SCOTLAND.

PART II.

REPORTS

BY

MR. R. HUNTER PRINGLE

AND

MR. EDWARD WILKINSON

(ASSISTANT COMMISSIONERS),

UPON CERTAIN

SELECTED DISTRICTS IN THE COUNTIES OF

BERWICK, CLACKMANNAN, EDINBURGH, FIFE, HADDINGTON, KINROSS, THE ARABLE DISTRICT BETWEEN INVERNESS AND DINGWALL, AND IN NORTH UIST, THE HILL DISTRICTS OF SELKIRK, PEEBLES, AND DUMFRIES, THE PASTORAL DISTRICT OF BREADALBANE IN PERTH AND THE BORDERS OF INVERNESS AND ROSS-SHIRE.

WITH

SUMMARY REPORTS

PREFIXED.

Presented to both Houses of Parliament by Command of Her Majesty.

February 1893.

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ROYAL COMMISSION ON LABOUR.

THE AGRICULTURAL LABOURER.

SCOTLAND.

A.—SUMMARY REPORT

BY

MR. R. HUNTER PRINGLE
(ASSISTANT COMMISSIONER).

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THE AGRICULTURAL LABOURER.

A.—SUMMARY REPORT.

To Geoffrey Drage, Esq., Secretary,
Royal Commission on Labour.

54, York Road, Kingstown,
5th September 1893.

SIR,

1. I HAVE now the honour to present my final report upon the three arable districts of Fife, Kinross, and Clackmannan, Mid and East Lothian, and the Beauly district of Inverness and Ross shires, and two Highland Pastoral districts "Breadalbane" in Perthshire and the sheep and deer forest tract to the north of Inverness and south of Ross, respecting each of which your have already received separate reports. The districts referred to.

Between arable and pastoral districts and the nature and extent of employment there given to the agricultural labourer, there are so few points of similarity that comparisons can only be made on certain general subjects.

Ploughmen are found even in the heart of the hills and shepherds in the centre of the cultivated area, but their spheres of operations are dissimilar and in many respects, disproportionate.

2. The extent of land included in the Fife and Lothian districts is nearly the same. Extent of country reported upon.

Fife, Kinross, and Clackmannan - -	414,817 acres
Mid and East Lothian - - - -	407,195 ,,

Beauly is a small district, made up of ends and corners of six district parishes and accordingly not easily dealt with in statistical figures and tables. In round numbers it measures about 70,000 acres. The two pastoral districts comprise about 2,000,000 acres.

3. By studying the census returns 1891 from neighbouring parishes, similar in character and feature, I think there will be in Beauly district about 55 persons to the square mile, equal to a population of 7,085 to the district. Population.

The Lothians, including Edinburgh, its seaport Leith and numerous suburban villages, have a population of 471,644. In Haddington or East Lothian which may be called almost a purely agricultural country, there are 138 persons to the square mile. Kinross is rather thinly populated, 86 to the square mile. Clackmannan with its numerous towns is densely populated, 605 to the square mile, while Fife with 381, is not far from midway between Haddington and Clackmannan.

In the pastoral districts the population varies from 5 in the very remote parishes to 13 (to the square mile) in the vicinity of railways and sea coast towns.

4. In the quality of soil there are also great divergencies. The Lothians as a whole, much of the east of Fife, the carse of Clackmannan and good deal of Beauly district, are fertile. The west of Fife, Kinross, much of Clackmannan and the higher soils of Beauly, are poor, a considerable portion being very poor. Difference in quality of soil and pasture

Breadalbane is unusually steep, rugged, and heathery, whereas between Dingwall and Strome Ferry the pasture land is good of its kind, strongly reminding me of many parts of the Lowther and Lead hills in Dumfries and South Lanarkshire.

5. When going from place to place in these five districts, I was much impressed by the fact that with the single exception of the fine fertile soil of the Lothian plain, and, perhaps a small portion of East Fife, there was everywhere a very serious diminution in the extent of cultivated land, and accordingly in the demand for agricultural labourers. The subject has been separately treated in each of my district reports, and it only remains for me to observe that the tendency is to still further reduce the ploughed area. In every part of the country surveyed, I observed fields allowed to remain in pasture which formerly would have been under crop, and all for the same reason, namely, the unprofitableness of arable farming and the heavy cost of cultivation. A large and general reduction in cultivated area.

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Decrease of sheep farming in certain Highland districts.

6. In the pastoral districts we have to encounter the fact that over many portions of the Highlands, sheep farming has ceased to exist, and sporting taken its place. In so far as the employment of labourers goes, no loss has I think been sustained, but it is strange to see within reasonable distance of the finest markets in the world, the gradual extinction of a large and important industry. The change may have been profitable to Highland proprietors at the outset and up till now, *but it may be overdone.*

Climate.

7. The climate of the Lothians, East Fife, and to a lesser degree the Beauly district, is favourable to rotation farming. The winters are no doubt severe, and the springs cold, but the summer and harvest months are dry, and the rainfall is well apportioned for vegetable growth and progress. Among the mountains the rainfall is heavy, the more so as we approached the western coast; but owing to the influence of the Gulf Stream, the winters and springs are warmer in the west than the east.

In Kinross and those parts of Fife and Clackmannan in proximity to the Lomond and Ochill hills, the climate is described as wet, and the subsoil, cold and stiff.

Size of farms.

8. In the Lothians, Haddington in particular, farms are large. One one large estate, particulars of which are given at Appendix B. 1 Lothian Report, the average size of farms is exactly 600 acres. In Beauly district and in the counties of Kinross and Clackmannan, they are small for Scotland. In Fife they are larger than in Beauly, but not so large as in Haddington. In Kinross we find many small properties and these are frequently farmed by the owners. Very few similar instances occur in any of other counties now under consideration.

Altogether, agriculture is of a higher standard in the Lothians than in the other districts, and in its prosecution employers of labour have not so many difficulties to contend with, as those in the midst of coal pits and manufacturing towns.

Timber and woodland.

9. In Breadalbane and the Inverness and Ross pastoral districts, wood and forests cover large areas. Indeed, foresters, woodmen, and gamekeepers are so numerous in the straths and glens of Inverness, that I deemed it advisable to collect and embody in my last district report, special evidence with respect to them. Timber is also found in considerable quantities on second rate soil or hill sides in Fife and the Lothians, but it is conspicuously absent on the finest arable land. The carse of Clackmannan is almost treeless, while between Innerwick and Edinburgh there are no large plantations save those immediately surrounding gentlemen's residences. I should describe the arable districts as *judiciously* wooded both as regards the extent under timber and the nature of the land set apart for plantation. While affording useful shelter for stock, I saw very few cases of damage done by overshading or the ravages of ground game harboured by woods.

In the pastoral districts, large areas have been recently fenced off and planted. Elsewhere there are few young woods to be seen.

Nature of the fences.

10. In the Lothians, the fences are chiefly hedges with here and there pailings or wire. In Fife, walls and wire are very common and hedges on the best land.

In Beauly district, hedges, walls, and wire again occur. In the pastoral tracts, fences of any kind are few and far between. There are numerous farms measuring from 10,000 to 15,000 acres, and not an internal fence on them. The "hirsel" divisions are cleuchs, hollows up the hill sides or the courses of mountain burns.

Relative demand for labour on large and small farms.

11. The number of hands employed on farms depends more upon the means of the employer and his method of farming than the size of the farm. On some of the largest farms in the Lothians, there are more hands employed per 100 acres than on small farms in any district that I know of in Scotland. In Fife district, the best managed farms are on the large side and there again the most employment is given. Although it is certain that as a rule a 400 acre holding costs less per acre to work than one of 150 acres, still, I fancy that in these districts the general rule is reversed, because the large holdings are better cleaned and cultivated than the small ones.

Competing industries.

12. In Clackmannan, Kinross, and South West Fife, agriculture is conducted in the midst of competing industries of various kinds—coal pits and mining, factories of many sorts, breweries, distilleries, seaport trade, and numerous railway systems. The consequences of such competition for labour are very important and will appear in their proper places under the heads of inquiry. The Lothians are more or less affected by the proximity of Edinburgh and Leith, and the mining industries about Dalkeith, Penicuik, Ormiston, and Gladsmuir. To the east of Gladsmuir, the country is

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THE AGRICULTURAL LABOURER.

purely agricultural. The Highland districts are practically devoid of any competing industries worthy of serious attention. But in these days of railways and steamboats, places in the very wilds of Ross-shire are brought within easy reach of town industries, and there can be little doubt that the long railway journey between Beauly and Glasgow does not in the least deter persons so inclined from deserting country life for town service. Even from Skye and the Western Hebrides, young girls cross to the mainland regularly every spring on their way to the labour fields of central and southern Scotland, where they remain till the end of autumn. If there were sources of employment other than farming between Dingwall and Inverness, agricultural labour would probably become dearer, but I do not think that their absence has caused anything unusual in the supply of farm servants.

Migration at certain seasons.

I. The Supply of Labour.

13. The demand for agricultural labour and the quantity of employment given, I found very much depended on the quality of the soil and its capabilities in the matter of crop production. The better the land, the less change from the old rotation and the smaller the reduction in tillage. Among the fertile farms of the carse, in the east of Fife and generally throughout the Lothians, the reduction in demand is small when compared with the poor portions of South West Fife, Kinross, and Clackmannan or the steep and gravelly farms on the slopes of the Lammermoors or Galawater hills. Even on the very best arable farms there is a slight "drawing in" of the labour bill, and fewer hands in constant employment, but this is mainly owing to the use of improved implements and not quite so much attention paid to show or model husbandry, and not to worse ordinary farming or labour-starving of land. On bad land, however, there is a great change everywhere noticeable. Not only is the extent under the plough reduced, but what is tilled is not so well laboured as it should be and once was. I am disposed to the opinion that small farmers are denying more to their land than men in large holdings. Their rents are probably higher per acre, and their capital smaller.

Demand for labourers.

14. The supply of labourers is worse in the western part of Fife district than in the Lothians or about Beauly. This applies to both male and female labourers. Women are scarce in Haddington and Beauly except near towns; in Clackmannan they are almost unprocurable. The difference is entirely due to the numerous industries between Leven and Stirling which give remunerative employment to females. In the East of Fife, married ploughman are still in fair supply, and the same is true of the Lothians and the northern district, but ploughmen and agricultural labourers of the better class are not so easily satisfied as they once were. The cottages must be very good and the horses young and strong, and the farm have a good name, before a man will engage to go to a master. Farms not well housed or equipped are avoided by superior men, and the occupiers have to submit to constant flittings on the part of their servants.

Supply of labourers.

"Orra" men or labourers not in charge of horses, are scarce. In mining localities they can hardly be got at all. The high wages of railways, coal-pits, shipbuilding yards, breweries, distilleries and other industries, coupled with the pleasures and frequent holidays of town life and employment, have thinned the ranks of agricultural labourers in places where they are present, hence you will find from my reports that general scarcity is more in evidence in Fife than in the Lothians or about Beauly, and most of all in those parts where bothies are found on every farm.

With the extension of manufacturing towns and the spread of education, smart lads and girls aspire to better things than agricultural labour; and with regard to women, the disparity and inequality between their wages and those paid to men is keenly felt. In my Lothian Report (par. 115, 116), I have referred at some length to the question of female wages, and I would only add in this my final report, that unless something is done to remove what I believe to be a genuine grievance, females will continue to look askance at farm service.

Scarcity of ploughmen is complained of in the Highlands generally. In Skye shepherds are in poor supply, but on the mainland they are plenty.

In the Lothians, casual labourers are in considerable demand at certain seasons and there is no difficulty in obtaining them from neighbouring towns. So many of the towns in Fife district are seats of manufactures, &c., that day labourers are not easily had, and those who do take farm work are often troublesome and seldom altogether satisfactory.

In Beauly district there are almost no potatoes grown, and casual labourers are not in great request at any time of the year.

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15. On the whole the supply of labourers is much lower than it was 20 years ago. Young men and women are leaving the country and going to towns. Farm labour has become distasteful. It is called "a rough, dirty, badly-paid job with long hours and few holidays."

The labourer's objections to country life.

It cannot be denied that a ploughman has very long hours when attendance on horses is taken into account, or that the remuneration he receives is low in comparison to that of skilled operatives. But I think it is a mistake to assume that he has hard work. The ploughmen of to-day has very little hard work. He is more than ever an attendant upon horses and machinery. Even when ploughing, he as often as not simply rests his hands on the plough-stilts and walks behind the implement. Wheel ploughs are becoming very common all over Scotland, both for ordinary furrow work and for making potato and turnip drills. At harvest and hay time the crop is cut by machines, and at hay time the cocks are often lifted into carts or from cart to stack by American forks or patent machines for the purpose.

There is, however, much drudgery and very little excitement about the farm servant's daily duties, and I believe the young men dislike the former and long for the latter. By the labourers themselves, slight importance is attached to the healthy character of country life in comparison with various branches of town labour. That phase of the question sinks into insignificance in their estimation, and only the shorter hours, numerous holidays, and ever present buzz, bustle, and excitement of town life or the neat uniform and genteel work of the police constable or railway porter, are present to the mind of our young farm servant.

But in spite of the constant flow of migration from the rural districts and the difficulty experienced in certain localities of obtaining farm labourers, I do not think an alarming scarcity has as yet arisen. The demand is decreasing almost as rapidly as the supply, and I think it should be regarded as a healthy sign that there are no unemployed agricultural labourers and no farms without sufficient servants to perform the necessary work. I could not say that in any of my districts I saw or heard of any land now uncultivated simply because labourers could not be got to till it. There is no surplus labour and it is best that there should be no half idle persons, but at the same time there is nothing like a famine of labourers *anywhere*. Employers complain of a great scarcity of *good* men, and I am pretty sure there is some truth in the complaint, for it is the better class and more active and enterprising ones who have betaken themselves to other branches of labour.

Arguments used by labourers against farm service, and where these arguments are at fault.

16. This leads me to offer a few words upon the ambition of a considerable body of our young men. They say of farm labour that "a person can't rise above the level "of a grieve, and that it is only a chance if a man ever rises even so far, whereas "in a town he has opportunities on all sides to improve his position." Surely there is a mistake here. The young ploughman who takes care of his wages and does not fritter them away in foolish ways has every opportunity of saving in 10 years what will enable him to become a farmer or a dealer if he inclines to stock. A great many of our most successful farmers themselves rose from the ranks in the days when wages were lower but dress and diet plainer than they are now. I met with instances in all my districts of farm servants with money enough in the savings bank to enable them to become small farmers or shopkeepers, and I rely on their testimony that others could do the same if they only tried to do so. Taking into consideration the excellent wages paid to Scotch farm labourers and the freedom from temptation to spend those wages on foolish company, which should be a feature of rural life, I am of opinion that there is for the average working man a better prospect for acquiring an independent position on a farm than in a busy town.

It is not the opportunities for rising in the world that beguile the majority of our young men from the fields, but the desire for a different manner of life.

I heard of many young men who had gone from the Highland glens and done well in towns. But they had to choose between an idle and unemployed life at home and employment from home. Moreover the cases were peculiar in so far that from the first day they went to school their parents recognised the fact that in order to support themselves they must eventually leave home. Their education was accordingly conducted with a fixed object in view, and when completed it found the lads capable of taking in hand offices or duties where a good education was sure to bear abundant fruit. I submit that the position of the young farm labouring man of 22 or 25 who has well nigh forgotten the little he learned at school, is quite a different one. He can only go to town as an ordinary labouring man. The branches of employment which lead to promotion and possibly ultimate riches, are not

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for him. He cannot and does not get one rung further up the ladder of fortune, and if he partakes of a life wherein there are more holidays and more society, it is too often rendered a curse rather than a blessing by the proximity of public houses, and the society of cunning corner boys and loafers who prey upon the susceptibilities of others.

I do not believe that many of our purely country-bred men improve their position by going into towns, and I heard of plenty to whom the change had brought misery and poverty. Had they gone to foreign countries as farm labourers all might have ended well, but to go to a big town was simply "putting their heads into "the halter that was to hang them."

Our young country labourer is either ignorant or forgetful of the uncertainty of town employment. During my stay in Clackmannan and South-west Fife, several town employers had reduced their working staffs, and large numbers of labourers were thrown out of work. Such a thing cannot befall the yearly farm servant. He is in constant employment, wet or dry, good times or bad. When meditating a change to town life, he should weigh all the risks and not take it for granted that everything is sunshine once he has got away from the drudgery of agricultural life. It was represented to me that the young farm servant was too much given to study the success achieved by a few who had migrated, and too apt to overlook the more numerous examples of failure.

Immigration of workers at particular seasons.

17. In the Lothians, Irish immigrants come about the beginning of summer, and remain till the potato crop is harvested in October. Their presence does not seriously affect the employment of Scotch labour. A few Skye girls still visit the Lothians in spring and summer, but the number is small in comparison with past times. Irish do not visit either Fife or Beauly districts save on rare occasions.

During harvest and potato lifting many labourers, male and female, go from towns and seaport villages to farm labour. In the great potato growing districts of the Lothians the farmers depend on town labour for the securing of the crop. The extended use of self binders during corn harvest has rendered extra labourers at that particular season almost unnecessary, but potatoes can be gathered and separated, the sound from the unsound, only by manual labour. In Fife, the acreage under potatoes being smaller than in the Lothians, less employment is given to temporary labourers, while about Beauly the potato crop does not take a place in the regular and recognised rotation, and the small quantity planted for home use is gathered by the ordinary farm people.

Efficiency of labourers.

18. With respect to efficiency of labourers, it was generally stated that farm servants did not work so hard now as formerly, that hinds were slower in quitting the stable but quicker in leaving the field, that it was necessary on the part of farm stewards to drive rather than lead their men. I think myself that labourers are not so willing or obliging as formerly; I think they stand more on their rights, and exhibit less of a give and take spirit than they did 20 years ago. But admitting this to be the case, I have no reason to apprehend any falling off in quality of the work turned out in purely agricultural districts. Near coal-pits and factory towns, the best men have left the land, and the labourers are to my mind inferior as a rule. I was much struck with the want of push and smartness in many parts of my Fife district, and greatly pleased with the Lothian chaps, whether young or old.

My opinion is, that wherever competing industries and bad bothies are found, the heart of the unmarried man is not in his labour and he takes little or no interest in his employer's affairs. In Haddington and Beauly district or wherever there are no disturbing influences worth mentioning, agricultural labour is well done. The very dress and general appearance of the Lothian or east of Fife farm labourer, is superior to that of his confrère "among the pits."

Men in responsible positions, farm stewards and shepherds for instance, are everywhere highly spoken of. Shepherds are not numerous on purely arable farms, i.e., regular shepherds brought up to breeding flocks, but when the East Lothian six course rotation has been changed to one where pasture fields are permitted to lie undisturbed for three or four years, breeding ewes are often kept and regular shepherds are required. In Breadalbane and on the borders of Inverness and Ross, shepherds represent the greater portion of the agricultural labouring class, and there as well as in Fife and the Lothians, they are most efficient and satisfactory servants.

Female labour, "women workers" as they are called, have greatly deteriorated in stamina and general proficiency in Fife district. In the Lothians they are much

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better. But it struck me, and the evidence of employers went to prove, that the Lothian women workers are not so strong or expert at farm work as we find them in Berwick and Roxburghshire. In fact many gentlemen were of opinion that the labourer whether male or female in the best parts of Fife and Haddington was all round a less satisfactory servant than on the Borders.

From personal observation I should say the women workers of Beauly district were not at all up to the standard of the Lothians.

II. CONDITIONS OF ENGAGEMENT.

Customs of engagement.

19. Yearly or half-yearly engagements and constant employment coupled with an upstanding wage paid whether well and at work, or sick and in bed, are general all over the seven counties reported upon. Yearly engagements are popular among married labourers, and I would add among the steady and well-behaved single men.

Away from competing industries and disturbing influence, the advantages of a long engagement are fully recognised, but there are many advocates for and supporters of indefinite engagements and short notices in the vicinity of mines and manufacturing towns.

Nothing to be gained by keeping labourers who want to get away to other service.

20. The feelings of masters correspond closely to those above described. They feel that a man who wants to get away, but is unable to do so on account of a long engagement, becomes a nuisance on the place, and I was assured by farmers near Alloa and Dunfermline, that no sooner did trade get "a lift" and wages and demand increase, than many of their young men wanted to go from the country to the town. The employer who persists in preventing them from going, gains but little, for they fall off in their work, misbehave in all sorts of ways, and become a great trouble. This has been the experience of many employers in South-west Fife, and I found more indefinite engagements and monthly notices in existence there than anywhere else. Indeed South-west Fife was the only locality in which I could say that yearly or half yearly engagements were not universal.

Feeling among young men with respect to engagements.

21. At several of my Fife labourers' meetings the desire for shorter engagements was expressed, but it seemed to be always by young men with nothing to prevent them giving full effect to the wandering spirit which is very common among agricultural labourers. I cannot but remark that the more settled spirit of the young Lothian and Beauly labourer when compared with the roving lad of Fife, is largely due to the absence in the one case and presence in the other of improper bothies and uncomfortable bothy life.

Love of change among agricultural labourers.

22. I found love of changing from farm to farm just as fashionable in one district as another. Even married men with large families throw up good situations for no fault or dislike but just because they want a change. I found that in every district some farms were peculiarly subject to flitting while on others the duration of service was long. No doubt some masters and farm-stewards have a nicer way of taking and treating their men than others. That however does not at all reach the bottom of the question.

This same restless spirit has taken possession of young woodmen in the Highlands. They are tired of country life and want away to more exciting scenes.

It is otherwise with shepherds, gamekeepers, and foresters. In by far the majority of cases they have remained for years, often for lifetimes, on the same farm or under the same employer.

The subject is too important to be lightly passed over. When there is no rest there can be little real peace or happiness, and between the men who everlastingly flit and the employers whose business is severely affected by the habit, there cannot be affectionate relations. Some explain this wandering spirit by saying that labourers will not remain in bad cottages, and the explanation is good so far as it goes. But it only applies to a fractional portion of those who are "never off the wheels." Labourers leave the best of cottages and the best of masters for no definite or precise reason, and I encountered examples in each of my districts of men who left good houses and went into bad ones, and did it deliberately.

Among Scotch agricultural labourers there is much sullen discontent, and at times a strange want of reasoning power. As a nation we are generally credited with a fair amount of longheadedness and common sense, but in the hasty and precipitate manner in which many of our ploughmen, although married and with long families,

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throw up good situations on the chance of finding a better, and in the hope of spending a year in another parish, it must be admitted there is no trace of any such qualities.

This love of change began to show itself about 25 years ago, and it has gone on and on spreading ever since. Now it has grown to be a perfect craze with some. It is rather interesting to observe how opinions differ as to the period during which a situation may be endured. Some labourers flit at the end of every year or two years, others again stay for three or four, others again for six or seven. It is the first division that I think act foolishly and wrongly. The following description of the process by which many a farm labourer ultimately becomes a regular nomad was given to me by a worthy labourer. He said that he had lived alongside of plenty ploughmen who thought they were going to better themselves to the extent of a pound in the year by changing masters, and accordingly went to other farms. But they soon found out that they were "sairer wrocht," and got bad milk and had to be in the stable far earlier, and many such things, and then they wanted out of the farm and back to the "auld maister, but he did'na want them." Thereupon they tried another place with no better result. Bit by bit they "gave ower" taking any interest in things, and "from that day to this they're flitting amaist every year."

This "ceasing to take any interest in the employer's concerns" is a prominent characteristic of these chronic flitters, and it has been the cause of a great deal of ill-feeling between master and man.

Putting aside the question (for it is the labourer's own look out) of the damage done to a poor man's furniture, and the hardship on the wife and family when trailed from one place to another Whitsunday after Whitsunday, it is most vexatious to the employer to have his horses passing from one hand to another at short intervals, and for reasons which he is told he cannot obviate or correct.

And yet strange to say farmers engage these restless fellows with little apparent hesitation.

In justice to the men it must be stated that the wife is frequently most to blame, and that there are numerous examples of periodical flittings when the husbands would prefer to remain, but are compelled to move in compliance with the wife's determination.

I cannot but think that this silly habit among the labourers might be, if not stamped out, at least kept in check by action on the part of employers. There seems to be very scant inquiry made at hiring markets into the character, disposition, and antecedents of labourers. Farmers do not sufficiently instruct one another with respect to the previous histories of servants, consequently restless ploughmen have little difficulty in finding new places. If employers, as a class, would insist upon knowing the length of time which each man had served in his previous situations, and be guided by the information received, it is certain that the restless spirits would find more difficulty in re-engaging than they now do. It stands to reason that so long as the love of change can be indulged without fear of consequences, it will not spontaneously subside, and it is a matter of surprise to me that although employers in all parts of Scotland grievously complain of the prevalence of this vexatious habit, nevertheless no united effort has been made to grapple with or defeat it.

In my Lothian report (paragraph 29, sub-section 2), I wrote in commendation of registries in immediate connexion with hiring markets as useful for supplying full information concerning the past history of labourers. It might be carried even further by employers declining to treat with any labourers, until and unless they produced a formal record of their past situations with the number of years' residence on each farm appended.

In this and other ways employers might exercise self protection and gradually force the truth home to labourers.

The Bonus System as applied to Farm Service.

But there is still another, and on the whole, I think a better way of meeting the evil. Migratory habits might be discouraged and prolonged service promoted and encouraged by one and the same process. 22 B.

The position of the employer is briefly this: He would like to weed out inferior servants and retain those who are faithful and satisfactory.

"At present good, bad, and indifferent men and women are paid the same wage and no encouragement is given to the faithful amongst them."

In the present condition of affairs even the service of the "good and faithful" is uncertain, and in the matter of duration, unreliable. It is clearly to the interest of the employers that some form of inducement should be given to such as have proved

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themselves to be "good," with a view to securing their further services, without, at the same time, disturbing the value of agricultural labour in the local market. Inducement must either take the form of money or something equivalent to money. The system of bestowing gifts in the form of pecuniary acknowledgments for service has been tried "but was found to work badly," as it was difficult to get one man to see or admit that he was inferior to another. It resulted in jealousy among the labourers, and increased rather than diminished the spirit of discontent among those who thought themselves slighted.

I am indebted to a large farmer in the south of Scotland for the following information upon the *bonus system* as practised by him in the management of a mixed farm of 1,200 acres.

Experiencing inconvenience from the migratory habits of farm labourers and for the purpose of rewarding faithful service and enabling him to weed out inferior servants, he started the bonus system after having found the giving of a gift to be of no purpose. He has carried out the bonus system with house servants for 35 years and with farm servants about 30 years.

Each labourer after completing two years' service and re-engaging for a third becomes entitled to a bonus of 2*s.* 6*d.* per annum, dating back to the time of his first engagement.

"Thus on expiry of a 2nd year's service and re-engagement he receives 5*s.*
Do. 3rd do. do. 7*s.* 6*d.*
Do. 4th do. do. 10*s.*

and so on ad infinitum."

He has several men now in his employment getting from 20*s.* to 40*s.* of bonus.

"I am satisfied," he adds, "that if this system was generally pursued, changes amongst good servants would become very rare." And again, "I am satisfied that it has had a very good effect with me."

It is important in examining the leading features of this bonus system to observe how directly the measure is calculated to attain the purposes for which it has been instituted. The two years which run before the servant is entitled to any bonus, are years of probation and qualification. The employer can well tell whether a labourer is worthy of his hire after two years experience. If he is not, then he is weeded out. If he is, the bonus which he receives on re-engagement for a third year comes into play as a reward for past service and an inducement for further continuance in duty and loyalty.

I can conceive of no other system where interference with the servants of others could be so conspicuously absent, and cannot but express the hope that this undoubted merit will enhance its general value. The adoption of such a system would gradually *fix good servants* upon the farms where it was observed, for let it be remembered the bonus does more than continue, it increases every year to such an extent and in such a way that without hurting the employer it represents a very considerable increase of earnings to the employed.

Another point to be emphasised is that the longer a labourer stays on a farm the greater grows the inducement to remain. Take the case of a ploughman after seven years service on one farm. On re-engagement for the eighth time he is entitled to a bonus of 20*s.* To "flit" would be a heavy sacrifice, for on another farm (supposing the system to be universal) he would only draw 5*s.* bonus for the next two years in the event of his re-engaging for a third time, whereas by remaining in his last place he would have drawn 42*s.* 6*d.* in two sums of 20*s.* and 22*s.* 6*d.* To flit after a fair duration of service would be to be thrown down to the foot of the ladder, so much of which had already been ascended.

The effects of the popularisation of the bonus system would be to render hiring markets only of service to inferior labourers and discontented characters, and eventually to either purge agricultural labour of rubbish and trash or bring the restless and wandering element to a very different course of action and line of thought.

Now, I think it will at once be admitted, that the system referred to above is remarkably free from any suspicions of favouritism. Furthermore, it is delightfully simple in its features and cannot be misunderstood or misconstrued by any one, be he ever so dense. But while simple and workable it possesses another merit. It is good value to both parties. From the evidence collected in Scotland, it appears that on an average each "flitting" costs the employer who supplies horses, carts, and paid

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labour, 1*l*. But even that sum is insignificant when compared with the loss incurred by having strangers coming to the place, new to the horses, new to the land, new to everything and everybody. Strain the argument to the uttermost, and it still holds good. A hind after 20 years' service receives 20 half crowns or 50*s*. over and above his ordinary wage. Every practical farmer knows that an old and faithful servant is well worth that.

He exercises a wholesome influence upon and sows seeds of industry and goodwill in every man about the place. His example, his peace of mind, his regularity, his experience, his affection and regard for his employer and his affairs, possess a value that cannot be bought and sold in the common market place. And if all these may be produced by the adoption of this system of giving a bonus on progressive principles, the end attained fully justifies the means employed.

I respectfully commend the system so successfully pursued by my informant to your very careful consideration. It has been my privilege to know both farm and farmer for many years, and I can testify to the very pleasant relations which exist between him and his labourers.

III. Hours of Work.

23. In the Lothians, some parts of Fife and Beauly district, the ploughmen leave the stable for the field at 6 a.m. and work till 6 p.m., with an interval of two hours for dinner. Different hours observed.

In Kinross, Clackmannan, the western parts of Fife, and Breadalbane 7 a.m. to 6 p.m., with two hours at mid-day is generally observed.

In the pastoral districts of Inverness and Ross from 6 a.m. to 6 p.m. or 7 a.m. to 7 p.m. are stated in evidence. Everywhere journeys to and from fields are done half in master's and half in man's time.

The Lothian and Highland ploughmen have almost no work further than what is in direct connexion with their position as horsemen and stablemen.

The Fife, Kinross, Clackmannan and Beauly men on the contrary appear to be engaged at various sorts of odd jobs.

It so comes about that although the Lothian men work longer in the field than those of Fife and Beauly their hours of work and labour are in the aggregate shorter.

Summer hours for ploughmen are as follows:—

In the Lothians and Highland pastoral districts - - - -	Field works - -	9½ hours.
	Attendance and journeys	2 „
	Total	11½ „

In Fife and Beauly	field work from -	9 to 9½	hours.
„ „	attendance and journeys	2½ „ 2¾	„
	Totals	11½ to 12¼	

Winter hours of actual work are everywhere best described as from daylight to dark or from seven to eight hours. Attendance, journeys, and jobbing varies from two hours in the Lothians to three and a half or even four hours in the other districts. As may have been observed in my district reports, there are different hours on different farms in Fife district and to a lesser degree in the North. In the Lothians there is uniformity all over.

24. On many farms in Fife during the shortest days, the ploughmen are working in the yard or about the yard for two hours before day-break. No such thing takes takes place in the Lothians. All that the employer in Haddington asks of his men is that they should have their horses fed, groomed, and ready to leave the stables at break of day. I must say I think the Fife and Beauly hours for ploughmen are rather absurd in winter, and the men lodged frequent complaints against them. If Fife and Beauly farmers as a body would adopt Lothian hours, there would be more work done and less grumbling about it. On some few farms in East Fife, not only have bothies been Jobbing work in Fife and Beauly districts, done by ploughmen and disliked.

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abolished, but ploughmen's hours have been changed till they now resemble those in Haddington, and it was where this had taken place that I found the best men and the most friendly relations.

From daylight to dark, the working hours of men not in charge of horses and women workers are exactly the same in all districts during the short days of winter, but in the Lothian and Beauly district from 6 a.m. to 6 p.m., or 10 hours, is the rule in summer against 7 a.m. to 6 p.m., or 9 hours, in Fife.

Intervals for meals.

25. The dinner interval of two hours in summer is observed in all my districts. In some places it takes place between 11 a.m. and 1 p.m., in others between 12 a.m. and 2 p.m. In winter it contracts and expands with reference to the length of day. In the very shortest days, "time to take dinner and no more" is allowed, but this only holds good for six weeks or two months in the year. In Beauly district, the dinner interval even in the shortest days never descends below 1½ hours. This is a little offset against their otherwise exceptionally long hours of work. Breakfast is taken before and supper after working hours.

Winter stable hour.

26. The late stable hour in winter, the 8 o'clock hour as it is termed, is in practice in many parts of all my districts, but of late years many well-known farmers have dropped it, and from what was stated by employers, as a rule, I anticipate a steady decline in this much disliked and I think unjustifiable custom.

Alteration in hours of work desired by labourers.

27. It was frequently submitted by labourers that their hours of work were too long and should be the same as those of persons in towns and mills. From what I heard, it appears that mill hands work longer in the short days than agricultural labourers, other than ploughmen. Mills are lit up, with gas or electric light, and work does not finish with daylight as must be the case on a farm. The arguments advanced in favour of reduced hours of work in agriculture were not sufficiently supported to convince me of any need for recommending a change. Statements were made which I knew to be exaggerations, and the men who made them were generally of the discontented class who showed neither caring for nor interest in their employers. The better class labourers do not complain of the hours during which they are at present employed, except perhaps with respect to the stable hours in winter (and I think they are justified in this); and from the Lothians I heard few complaints. If the extra work (the jobbing work) were stopped, I believe the ploughmen would cease to complain.

Shepherds' hours in the Highlands and Lowlands.

28. Although shepherds in the Highlands have a wider extent of ground to walk, and at times a larger flock to look after, still their hours of work the whole year over are decidedly shorter than those observed by men in charge of breeding ewes in arable districts, and Lowland hills. In winter, the Lammermoor herd has very heavy work. On Halls' farm, for example, there are 61 score (1,220) of ewes, and from 400 to 500 hoggs for two shepherds. The hoggs go on the turnip-break in October, and continue there till April. The ewes are "netted on" in January, and remain on till March and April. The whole of the moving and "setting" of the nets for 1,650 sheep is done by the herds, and no matter what the character of the weather the work continues the same. Contrast this with the Highland herd, who except during a snow-storm has half the day to himself, and the difference of their duties will at once be perceived.

At critical times, such as lambing or snow storms, the Highlander's hours are uncertain and prolonged, but his sheep do not require the same regular and constant inspection and supervision which the larger framed and softer constitutioned half-bred, or Cheviot ewes of Galawater and Lammermoor, demand.

It would be quite impossible for the herd in the Lowlands to perform such work as cutting and handling peat without leaving undone something which in the proper discharge of his daily duties ought to be done.

Sunday work.

29. The amount of labour required of farm servants on Sunday, and the customs which prevail in this matter, I found to be similar throughout the seven counties which I visited. Horsemen have their horses to feed and do up, so long as they are in the stables, but it is usual for one man to take duty during the day, thereby enabling his fellow hinds to have the day to themselves. On many farms the rules regarding evening attendance at stables are very generous and easy. With the exception of the men in charge, none of the ploughmen or orra men on the Fife, Beauly, or Lothian farms are in any way prevented by Sabbath labour from attending sacred service.

Cattlemen during the time when cattle are housed, are engaged Sunday as well as Saturday. A few employers pay extra for Sunday work, but the custom is by no means general.

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30. Table of Wages and Earnings of all Classes of Agricultural Labourers in the Counties of Edinburgh, Haddington, Fife, Kinross, and Clackmannan, the Arable District between Inverness, and Dingwall, the Islands of Syke and North Uist, the Pastoral Districts of Breadalbane in Perthshire, and the contiguous Portions of North Inverness and South Ross.

Description of Labourers.	Edinburgh and Haddington, "The Lothians."		Fife, Kinross, and Clackmannan, "Fife District."		Inverness and Dingwall, "Beauly District" including North Uist.		"Breadalbane." Pastoral.		North Inverness, and South Ross Pastoral, Woodland, and Deerforest.	
	Wages and Earnings per Annum.	Rate per Week.	Wages and Earnings per Annum.	Rate per Week.	Wages and Earnings per Annum.	Rate per Week.	Wages and Earnings per Annum.	Rate per Week.	Wages and Earnings per Annum.	Rate per Week.
Managers, grieves, or stewards.	£ 54 12 0 to 80 16 3	£ 1 1 1 to 1 11 1	£ 51 12 0 to 74 7 3	£ 0 19 10 to 1 8 7	£ 52 0 0 to 66 2 6	£ 1 0 0 to 1 5 5	£ 60 0 0 to 80 0 0	£ 1 3 1 to 1 10 9½	£ 65 0 0 to 80 0 0	£ 1 5 0 to 1 10 9½
Head ploughmen	49 6 0 „ 56 18 6	0 19 0 „ 1 1 10	48 19 0 „ 54 14 0	0 18 9½ „ 1 1 0	44 0 0 „ 46 2 6	0 16 11 „ 0 17 8½	—	—	—	—
Ordinary married ploughmen	46 3 3 „ 53 8 3	0 17 9 „ 1 0 6	47 10 0 „ 52 14 4	0 18 3½ „ 1 0 3	40 2 6 „ 45 16 3	0 15 5 „ 0 17 7½	— 46 17 0	— 0 18 0	45 18 4 to 47 3 0	0 17 8 to 0 18 1½
Single ploughmen	39 0 0 „ 42 12 0	0 15 0 „ 0 16 4½	31 18 9 „ 48 10 0	0 12 3½ „ 0 18 7½	32 15 0 „ 46 17 0	0 12 7½ „ 0 18 0	34 16 0 to 42 16 0	0 13 4½ to 0 16 5½	44 2 0 „ 46 2 0	0 17 0 „ 0 17 8½
Regular shepherds	56 0 0 „ 76 0 0	1 1 6 „ 1 9 3	43 17 0 „ 55 2 3	0 16 10 „ 1 1 2	42 17 6 „ 56 0 0	0 16 6 „ 1 0 11	50 0 0 „ 56 0 0	0 19 2½ „ 1 1 6	51 2 0 „ 58 11 9	0 19 7½ „ 1 2 6½
Junior shepherds	—	—	—	—	—	—	35 0 0 „ 45 0 0	0 13 5½ „ 0 17 3½	35 4 0 „ 46 2 0	0 13 6½ „ 0 17 8½
Temporary shepherds	—	0 17 6 to 1 3 0	—	—	—	—	—	0 17 0 „ 1 0 0	—	0 17 0 „ 1 1 0
Lambing assistants	—	—	—	—	—	—	—	1 5 0 „ 1 7 0	—	1 5 6 „ 1 9 0
Cattlemen	34 0 0 to 57 8 3	0 13 1 to 1 2 1	38 8 11 to 54 5 10	0 14 9½ to 1 0 10	32 15 0 to 60 0 0	0 12 7½ to 1 3 1	—	—	—	—
Orra labourers	46 3 3 „ 56 18 6	0 17 9 „ 1 0 6	45 18 0 „ 52 4 0	0 17 7½ „ 1 0 0	40 0 0 „ 44 0 0	0 15 4½ „ 0 16 11	—	—	—	—
Engine-drivers and farm blacksmiths.	53 10 0 „ 72 16 0	1 0 7 „ 1 8 0	—	—	—	—	—	—	—	—
Strong boys	25 0 0 „ 35 0 0	0 9 7½ „ 0 13 5½	20 0 0 to 30 0 0	0 7 8½ to 0 11 1½	—	0 7 6 to 0 10 6	—	—	—	—
Young boys	15 0 0 „ 25 0 0	0 5 9½ „ 0 9 7½	15 0 0 „ 20 0 0	0 5 9½ „ 0 7 8½	—	—	—	—	—	—
Women cottars	30 0 0 „ 33 0 0	0 11 6½ „ 0 12 8	—	—	20 0 0 to 22 7 5	0 7 8½ to 0 8 7	—	—	15 0 0 to 18 0 0	0 5 9½ to 0 6 11
Cattle women	28 5 0 „ 32 18 0	0 10 10½ „ 0 12 8	—	—	—	—	—	—	—	—
Women workers	21 10 0 „ 25 17 6	0 8 3½ „ 0 9 11½	19 10 0 to 23 10 0	0 7 6 to 0 9 0	16 0 0 to 18 0 0	0 6 1½ to 0 6 11	—	—	—	—
Young girls	15 0 0 „ 20 0 0	0 5 9½ „ 0 7 8½	—	—	—	—	—	—	—	—
Casual labourers, male	—	0 16 0 „ 1 0 0	—	0 15 0 to 1 1 0	—	0 12 0 to 0 18 0	—	0 18 0 to 1 1 0	—	0 15 0 to 0 18 0
Do. female	—	0 9 0 „ 0 14 0	—	0 7 0 „ 0 10 0	—	—	—	0 6 0 „ 0 12 0	—	0 9 0 „ 0 15 0
Head game-keepers	—	—	—	—	—	—	—	—	65 0 0 to 75 0 0	1 5 0 „ 1 8 10
Married keeper	—	—	—	—	—	—	—	—	— 57 16 0	— 1 2 2½
Single keeper	—	—	—	—	—	—	—	—	—	0 16 0 „ 1 0 0
Foresters	—	—	—	—	—	—	—	—	55 0 0 to 70 0 0	1 1 1½ „ 1 6 11
Woodman	—	—	—	—	—	—	—	—	41 10 0 „ 54 10 0	0 16 0 „ 1 0 11½

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General observations on labourer's wages, as stated in table, par. 30.

31. When placing before you, in my district reports, the large amount of evidence collected upon the question of wages and earnings, I endeavoured to avoid any vagueness which might have arisen from the fact of "payments in kind" playing a prominent part in the earnings of the agricultural labourers in the districts to which I was deputed. I have not only stated the cases of individual labourers on numerous farms as regards the various items which combine to form their annual remuneration, but placed a value on everything. Those values I think you will find pretty accurate, as representing what could be got or what would be paid for the *gains* allowed to agricultural labourers.

Comparison of ploughmen's wages and earnings.

32. Before contrasting ploughmen's wages in the districts under consideration, it is well to observe that the farms in Fife, and particularly in the western portion of the district, are smaller than in the Lothians, and many of the "head ploughmen" do the work of grieves, and accordingly get additional pay. The average wage to head ploughmen in Fife does not quite find a parallel in the Lothians, because there the farms being extensive there is hardly such a thing as a ploughman and grieve in one. Furthermore, in observing ploughmen's wages in Kinross and Clackmannan, it must be remembered that the majority are bothy men and juniors, whereas in the Lothians the majority are married and resident in the farm cottages. The junior ploughman of the Lothians (*see* table showing range of wages and earnings, Lothian report, par. 86), may be said to correspond with the bothy ploughmen of Fife district in prowess and capability, age and strength, and by comparing the wages and earnings placed against them in my reports, a good idea of their respective circumstances will be derived. I must further ask you to note the fact that wherever the farm kitchen system is practised, the estimated value of food forces a young ploughman's earnings to a point considerably above that reached by men who do not get their food in the farm house. In my reports from Highland pastoral districts *food in the house* is valued at 1*s.* per day, or 7*s.* per week. It may be asked why in Clackmannan I should subscribe 8*s.* 6*d.* and in Breadalbane only 7*s.* The reason is that there is a mighty difference between braxy mutton and good fresh butcher's meat or bacon. The food in a Fife farm house is probably cheaper at 8*s.* 6*d.* per week than that in Breadalbane at 7*s.*

From a careful investigation into the evidence collected and with the advantage of having seen not only the different classes and grades of labourers, but the work they did, I think *the price paid for farm labour is very nearly the same throughout Fife, Kinross, Clackmannan, Haddington and Edinburgh.*

Low rate of wages and earnings in Beauly district.

33. But when we go to the Beauly district we discover a very different standard of wages to those prevailing in Fife and the Lothians. Beauly wages are 17.5 per cent. or 3*s.* 6*d.* a week below the average run of Fife and the Lothians, and the hours of work are rather longer in the North than South. The only reason I can give for this wide difference in the value of agricultural labour is, that the Highlands are far away from mines and manufactures whereas Fife and the Lothians are either full of competing industries or near to them. Again, there is the presence of a crofter population in the North from which cheap though inferior servants are obtained. In North Uist, trained labourers are better paid than near Beauly but still 12 per cent. below Fife and the Lothians. The possession of a cow which is well fed by the employer, is the chief factor in raising Uist wages above those of Beauly district. But the well fed cow is of great benefit and value to the labourer, far more so than the figure (8*l.*) at which it is put in my report, implies.

Variation in value of certain additions to wages.

34. It will also be seen that in estimating the wages of shepherds in the Higlands, the keep of a cow is valued at figures ranging from 5*l.* to 8*l.* This is as it should be, for the keep may be good, middling or bad, and the cow may be a West Highlander or a a big productive gross-feeding shorthorn. In every case the value of the cow corresponds with its breed, quality of keep and real value to the servant who owns it.

When engaging shepherds or indeed labourers of any class, employers are not careful to count up the value of payments in kind, so long as they do not entail actual money expenditure. Hence it is that there is so much variety in estimated annual earnings. Rather than miss or lose a good servant, a farmer will "throw in" an additional cow's keep or 200 yards of a potato drill, comforting himself that it is little or nothing "out of his pocket." But it is nevertheless something into the labourers' pocket and accordingly must be so treated by me.

Orraman's wage and earnings.

35. Orramen, or ordinary farm labourers in constant employment, married and in occupation of farm cottages, are paid the same wages as ploughmen in the Lothians and about Beauly. But in Kinross, Clackmannan and the poor agricultural portion of

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Fife they earn 1*s.* a week more than the average ploughman. This difference is mainly due to the fact of the orramen being a full grown and experienced man, whereas many of the ploughmen are "halflins" or lads not yet arrived at maturity and consequently in receipt of lower wages.

The cattleman's.

36. The wide range of wages paid to cattlemen in both districts is due to the different size of the farms from which information was obtained. On small farms where few cattle are kept, the cattleman is either an old man or a strong lad, whereas on large farms he is a person in the full vigour of manhood.

The shepherd's.

37. Very much the same remark applies to shepherds. In Fife district, large sheep breeding farms like those in the Lothians from which shepherds' wages were obtained, are very rare. The Fife and Kinross herd is often a young man who lives in the bothy and does not remain long in one situation. Most of the Lothian herds on the contrary are experienced married men who have been for many years on the same farm and are altogether averse to change.

As regards shepherds' earning in Breadalbane and the district of North Inverness and South Ross, the totals for the years are on an average almost the same, although arrived at in rather different ways. The keep of a cow is higher rated in Inverness than Breadalbane because the pasture is decidedly better. On the other hand the order is reversed with respect to potato land. I think the following to be a reasonable explanation. In the wider straths of Inverness and Ross the shepherds' crofts or gardens are generally situated in the low levels. No doubt the soil is deeper and richer there than on the hill sides, but it is an unfortunate feature of potato culture that crops are more liable to suffer from early frosts in low situations than when grown above the level of "haars" or hoar-frost. Many of the Highland valley-bottoms are peaty by nature and the crops grown on that class of soil are notoriously liable to be frosted. A large pastoral farmer in Inverness stated in evidence that so risky had potato growing proved among his shepherds, they had almost ceased to plant them, and an arrangement had been made between him and them by which one ton of potatoes was given in lieu of horse labour on the croft.

Different value of peat perquisite.

38. Some difference will also be observed in the value of peat and cartage of peat. Between Beauly and the western coast of Skye the value of the peat perquisite is on the whole less than in Breadalbane and for this reason, the bogs or mosses are generally adjacent to the shepherds' cottages and the banks are deeper and of better quality in the former district.

In many instances no horse labour is required, whereas in Breadalbane cartage is no small matter.

There were numerous difficulties in calculating what these perquisites were worth, and unfortunately I found both masters and servants unable to give reliable data on which to work, but the outcome of it all was that the money wage was practically the same in both localities, while the values of perquisites and payments in kind when massed were analogous.

Different value of pack flocks in the Highlands and Lowlands.

On the slopes of the Lammermoors and Galawater hills there are still examples of shepherds paid entirely in kind (*see* Lothian Report, App. CI., No. 3, top of page 46). The value of the pack flock there is very different per head to what is in the Highlands; but it is well to state that the Cheviot ewes in the Lammermoors, besides being celebrated for size and quality, are crossed with Border Leicester rams, and the half-bred ewe lambs thereby produced sell to low country farmers at very high figures. About the profits from Lammermoor pack flocks there could be no mistake, for the figures were taken from business books.

Women's wages and earnings.

39. Women's wages are higher in the Lothians than in Fife, and so they ought to be, for Lothian women work an hour longer in the field.

In Beauly district the field hours are the same as in the Lothians, and wages similar to those paid in Fife. This bears out the statement that agricultural labour is cheaper in the north than south of Scotland.

Beauly and Lothian women are supposed to work 10 hours on the field in summer, whereas in West Fife, Kinross, and Clackmannan nine hours is usual.

Lothian wage is from - - - - - -	8*s.* to 9*s.* per week.
Fife (East) ,, - - - -	7*s.* ,, 8*s.* ,,
West Fife, Kinross, and Clackmannan - -	7*s.* ,, 9*s.* ,,
Beauly - - - - - -	7*s.* ,, 8*s.* ,,

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In the neighbourhood of factory towns female labour is inferior and attendance unreliable.

Harvest and potato lifting wages.

40. In the matter of extra harvest wage, the Lothian labourer again has the best of it.

In the Lothians ploughmen get from	-	-	20*s.* to 25*s.* extra.
„ „ women „ „		-	22*s.* „ 40*s.* „
„ Fife district ploughmen „	-	-	10*s.* „ 20*s.* „
„ „ „ women „		-	15*s.* „ 21*s.* „
„ Beauly district ploughmen „	-	-	nothing extra.
„ „ „ women „		-	28*s.* to 30*s.* „

On many Lothian and Fife Farms the extra wage is partly represented by food, but the fashion of giving three meals is dying out, and only dinner in the harvest field is now supplied by the employer.

About Beauly no food is supplied.

In the Lothians and Fife, potatoes are largely grown, and the harvesting of the crop is accompanied by a rise of wages to women workers. This extra wage varies from 6*d.* to 1*s.* per day.

Beauly women are deprived of this, potato cultivation being conducted on a very limited scale in that district.

In none of my districts, arable or pasture, are special haytime wages paid. But whenever overtime is worked, refreshment is provided by the employer.

Feeling among labourers with regard to overtime work and pay.

41. Among labourers there is a decided feeling with regard to overtime work and pay. The employer argues that in return for holidays and days when coarse weather prevents field work and necessitates easy jobs about the farmyard which are not really profitable to him, the labourer should work overtime in special seasons without looking for extra pay. The labourer on the contrary says his bargain does not include overtime work, and the employer has no right to expect such unless prepared to pay for it.

Nobody can deny that the agricultural labourer often "puts in his time" over trivial and unimportant jobs, but I do not quite see that he should be made to suffer for the freaks of Scottish climate. Not only do I think all overtime should be paid for, but that it is worthy of more than the ordinary rate of wage. Refreshment is better than nothing, but the labourer is not satisfied with refreshment; he wants it to be an understood thing that in return for extra work he shall get extra pay. I am convinced that if this change were made, the employer would reap the benefit of many a valuable hour's overtime work at urgent times.

Piece-work.

42. Piece-work is very little practised in any of these districts. It does not suit either employer or employed. The evidence given with reference to this mode of working and payment, applies chiefly to casual labourers and Irish immigrants. The prices paid for task work are very much the same throughout the districts with which I am dealing.

Extra wages for special work.

43. In the Lothians the most experienced men, like head ploughmen or "spade hinds" or women stewards get something extra for leading the men, building stacks or sowing corn or artificial manure. This is not a custom in Fife or the north where a head ploughman's regular wage is slightly higher than those of ordinary hinds.

Perquisites and payments in kind.

44. The many shapes and forms which perquisites take, cannot fail to strike the reader of my reports. Notably will this be the case in the Fife Report. I have tried to describe what takes place in former papers, and need not again enter into details.

The occupation of a farm cottage brings in its train at least three perquisites. Free house and garden. Manure for the garden or straw for the pigsty. Cartage of coals. Potatoes in the field are common, but not universal.

Perquisites will be found attached to the wages and earnings of resident labourers in every part of my districts, but the Lothians have discontinued meal and milk. Many strange little departures from the usual mode of payment creep in here and there, and as they are all connected in one way or another with the earnings and wages of the labourers, I have taken care to give in my appendixes as many examples of irregularities in custom as I could lay hands on.

Tendency towards a rise of wages

45. In both Fife and the Lothians there is a tendency in wages to increase. I happened to be there at the hiring markets and heard of a good many masters who had found it necessary to give slightly larger wages to get experienced men. Any labourers

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in the neighbourhood of competing industries.

with daughters prepared to work out were much sought after, and could easily secure a rise on last year's wages. In the neighbourhood of competing industries, employers have been compelled to go to far distant localities for farm labourers, and I heard of a few who got young men at Perth and from the Highlands at wages similar to those in the district the year before, but still a distinct increase to what the new comers could have got had they stayed in their own country. Between Inverness and Dingwall, wages have remained stationary since 1890.

Difference in periods of payment.

46. The periods and modes of payment are different in the three arable districts. In the Lothians there is a weekly rate of wages and those are paid in full once a fortnight or once a month. In Fife and about Beauly the labourer is engaged at so much a year or six months, and paid either by instalments when desired or at the end of every half year. The working of the Fife system is thoroughly demonstrated in Appendix C 2 of Fife Report.

No reason why the monthly pay night should not be observed in Fife and the North as well as the Lothians.

47. I think some alteration might well be made in the Fife plan of paying between settling-up-times. Many of the men want monthly pay nights, on which their monthly earning would be handed over in full, and I don't see why this system which works so smoothly and satisfactorily in Haddington, should not, *to a certain extent*, succeed as well in Fife and the North.

Employers stated their willingness to pay every month so far as married men or cottars were concerned, but they are altogether opposed to extending the system to bothy lads. Why? Because some would be off at once to the nearest town and either get on the drink or desert altogether. I consider this to be valuable evidence in support of my condemnation of bothies and the dangerous consequences of an unrestrained life and evil companions. *See* par. 62.

It is highly probable that the consequences of regular and full monthly payments would be most damaging to many bothy men in the vicinity of public houses and towns, but I do not anticipate any mischief from monthly payments in full to resident married men, and I am sure that were such more common, the general relations in Fife district would be better than they at present are.

V. Cottage Accommodation.

General observations on cottages.

48. The labourers' housing in South-west Fife, Kinross, Clackmannan, and both arable and pastoral districts in the Highlands is not everywhere what it should be. In the purely agricultural part of Fife it is good and improving steadily. In the Lothians, with a few exceptions, it is very good both as regards supply and quality. While many proprietors deserve the greatest possible praise for what they have done and are still doing, there are others who have been remiss in the performance of what I believe to be their duty, not only to their tenants, who are sorely handicapped by bad farm cottages, but to the labouring classes.

The inferior cottages are found chiefly in the poorest farming localities, but I am unable to see that the fact of the land being poor is any excuse for landlord neglect in this important question of housing for the working man.

Dampness was complained of by many labourers not only in Fife but in the Lothians, and both Dr. Nasmyth and Dr. McDonald mentioned the fact of rheumatism arising from damp houses being too common in their districts. When inspecting labourers' houses I found on several occasions rear walls backed up with soil, to a height of three to four feet above the foundations. Two typical instances are in my mind at present, one row of five cottages in Kinross, and another row in East Lothian. In both cases the soil in the gardens and field behind, rose to a height of three feet above the floor level of the kitchen. This serious error could have been removed and corrected for 10*s.* or 12*s.* in each case; but neither landlord nor tenant had bothered about it. I think attention to this defect, the substitution of slates for roof-tiles and careful spouting of every cottage, are the chief necessities for the improvement of such labourers' houses as I have described in my reports as being otherwise suitable.

Between Inverness and Dingwall, and generally speaking throughout the pastoral districts surveyed, there are many examples of improper labourers' cottages, places which can only be described as unfit for habitation.

Easier terms for borrowing money required to enable proprietors to build cottages.

49. If some system were arranged by which estate owners could borrow money at a lower rate of interest than now has to be paid, there can be no doubt that inferior cottages would soon be replaced by new and comfortable dwellings.

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Landlords are agreed upon the necessity and propriety of having good cottages on all their farms, but until money can be got at something like 3 per cent., which figure would be nearly covered by the value attached to them in the tenant's rental, they are unable to do all that is required of them.

The advisability of making special advances for the improvement of labourers' cottages, is one I would respectfully urge upon the Commissioners.

The custom of each farm having a certain number of cottages, and the labourers occupying them free of all rent so long as they remain in service there, is general everywhere. Seldom does one hear of an agricultural labourer paying house rent. Villages occupied or inhabited by regular farm labourers do not exist in any part of the five districts.

VI. GARDENS, ALLOTMENTS, AND SMALL HOLDINGS.

Cottage gardens.

50. Every labourer's cottage has its small garden, and I find just as much opposition to anything over say 1 rood of garden at the very outside, in one parish as another. I did however see many cottages between Inverness and Dingwall where the gardens were so small and badly situated as to be practically valueless. Garden management is everywhere of very mixed character, some labourers make the most of their plots while others are very neglectful.

Allotments.

51. The disregard paid to the subject of allotments in my three arable districts and I think I may say generally the arable counties of Scotland and the North of England, may be attributed to the fact of the labourers being regular and resident servants paid partly in kind.

The sole attraction in a small plot of land to a labouring man, is that thereby he is enabled to grow a supply of potatoes and vegetables and keep a cow for his cottage and family. Now, in Scotland he has these advantages without the risk or toil connected with an allotment. The labourers see that it would be difficult for them to cultivate even an acre of land while continuing as regular and constant servants. It is of course possible that in the long summer evenings after the regular work of the day is finished, a man might find time to till something more than a small garden, but in March and April when the seed must needs be sown and the potatoes planted, the ploughman would not have day-light after his return from stables to enable him to do this. Moreover, after a long and hard day's work he could hardly be expected to start again upon the arduous labour of digging with a spade. So much do the farm servants feel the need of rest after work, that in many cases the gardens attached to the cottages are only partly utilized, and instances are quoted in one of my district reports of ploughmen refusing additional land although no rent was sought from them. Fife Report, par. 183, page 23.

Potato land.

52. The custom of the employer giving so much potato land or so many bolls or hundredweights of potatoes as part of the men's wage, is general all over the arable portion of Scotland, and this the labourer finds a suitable arrangement. Even in the pastoral districts of the Highlands, the habit of the master finding potato land or supplying a stated quantity of potatoes, is fast displacing the croft system.

Cows and cow pasture.

53. The same feeling exists among the labourers with regard to cows. They are of opinion that they are better off with milk from the employer or a cow kept by him for their use, than they would be with the animal to feed and look after on a cottage allotment.

Small holdings.

54. At present there are no agricultural labourers in possession of small holdings, nor is there any demand or desire for them. The chief obstacle in the way of an increase in the number of small holdings so far as they apply to agricultural labourers, is want of capital to take sufficient land. Peasant farming to satisfy the Scotch labourer must be something whereby a man may live as well if not better than he now does as a servant.

"Enough land to keep a pair of horses busy" was the answer to my question of "how many acres do you consider a small holding should be."

I am certain that if labourers could be found with sufficient capital to take 50 or 60 acres of useful land there would be a distinct willingness on the part of some to enter upon farms of that size, but I very much question if many so qualified could be found among the ploughmen and orra men at least. Several farms were pointed out to me both in Fife and the Lothians as being in the occupation of farmers who had either

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themselves risen from the ranks of the agricultural labourer, or whose fathers had done so, and I had the pleasure of meeting two gentlemen now prominent figures in Fife and Lothian agricultural circles, both of whom had in their younger years held the plough. I am, however, rather doubtful if it were safe to argue that because 40 years ago a labouring man could and did better himself by turning farmer, the same result would follow now, and I have a very firm conviction that the doubt that pervades my mind is distinctly felt by a good many of the farm servants of the seven counties to which this report refers.

I believe that among farm stewards and shepherds there are many who have saved enough to stock holdings from 50 to 100 acres in extent, but I found them very strong in their views upon this question of small holdings. Even in good times these men have never shown a desire for 50 or 60 acre farms, but many examples might be cited of their becoming tenants of places from 150 to 250 acres.

Certainly the regular farm labourer with his comfortable cottage and upstanding wage is very much better off than the Highland crofter or small holder, and from what I saw during my six months of investigation in Scotland, I am decidedly of opinion that in these very depressed times when farming is a losing trade, the fewer the number of victims the better.

At Killin, in Perthshire, land is much wanted by the villagers, and I am sure that not only there but on the outskirts of all the towns in Fife and the Lothians an increase in garden allotments would be beneficial. But the difference between the inhabitants of Killin and regular ploughmen is that the former have spare time and feel the want of gardens, potatoes and milk, while the latter have no spare time and are already in possession of everything they want in these ways. Most of the Killin villagers who approached me on the subject were boatmen and attendants on fishers. In the salmon season their work commences between 9 and 10 a.m., and in clear bright dry weather when sport is bad, the boats return from the Loch between 4 and 6 p.m. At other times they are almost idle. It will at once be seen that the circumstances of Loch Tay boatmen and regular ploughmen are different, and that what is beyond the power of a hind working 11½ hours in summer and from daylight to dark in winter, is easy of accomplishment to the person with many idle days and always short hours of labour.

From what was stated by the Killin villagers, they are prepared to pay fair rents for any allotments which might be given them, and if suitable land could be found, I should strongly recommend that their wants should be supplied.

The depopulation of rural districts.

55. The depopulation of our rural districts is certainly a serious matter, and in the counties where my duties lay it had assumed considerable dimensions (see Tables A. 4, A. 5. Fife Report and A. 3., A. 5. Lothian Report). The general opinion among employers is that an improvement in the price of agricultural produce, would bring about an increase in cultivated area, hence a larger demand for farm labourers. On the other hand, it was pointed out that if the depression continues and the relations between employer and employed remain in the unsatisfactory condition which has been described in Fife Report, paragraphs 186 to 215, a further decrease in employment is inevitable.

It is strange that among persons brought up to country life and work as the farm labourers of these five counties have been, there is apparently no fancy for emigration to foreign countries, where each man might continue in the line of life to which he has been accustomed. One would have thought that the numerous inducements and facilities for obtaining farms in the colonies would have found favour in the sight of the agricultural labourer with a few pounds in his purse and the required energy and knowledge to aid him. But this does not appear to be the case, for I heard of very little emigration to the colonies. There appears to be in Scotland a lack of information upon the advantages of emigration. In Ireland so many of the poorer classes have friends and relations in far off lands with whom they correspond, that the advantages and disadvantages of emigration are fully known; but between Scotchmen of the labouring classes at home and abroad there does not seem to be much intercommunication, and I heard of a few old persons whose children had gone abroad many years ago and who were known to have prospered, but only from information received through other channels. If depopulation of our rural districts is to go on, and there is every likelihood of this, I think some steps should be taken to divert its course towards foreign lands rather than have our towns and cities crowded with idle hands. Schemes for colonisation present themselves to me as admirably suited for the present crisis. The Scotch are different from the Irish in this respect—they do not attach much importance to the place they move to, so long as there is a fair chance of their prospering in their

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new home; the Irish on the contrary object to go to any place where they have no friends or relatives already located.

In 1891 when distributing seed potatoes in the island of Achill on the West Coast of Ireland, I had some interesting conversations with the poor peasants on the subject of emigration to Canadian states. Almost to a man they objected to Canada because "they had no friends there." Now, I do not think the Scotchman cares whether he has friends in Canada or not. His chief object is "to get on," and if he thought Canada a likely place for him to prosper, the absence of Scotch forerunners would not deter or frighten him.

From what I have seen and know of the circumstances of the Scotch labourer, I am convinced that he is well suited for emigration and likely to succeed even upon limited starting capital as a colonist, and I think this course preferable to the creation of small holdings *without adequate capital* in the home country.

The milk supply, and scarcity of cows.

56. In Fife and Beauly districts the old custom of allowing the labourers milk from the farm dairy still prevails. On some places a few of the men are given the whole use of a cow, but the general rule is, a Scotch pint (equal to half an imperial gallon) to each labourer. Near manufacturing towns in Fife and in the majority of cases near Beauly, skim milk is allowed, but with these exceptions the milk given to the labourers is fresh from the cow.

This has been the custom for many years, and there can be very little doubt that it is an admirable arrangement and greatly to the benefit of married labourers with families. In the Lothians before the introduction of the weekly wage, most of the labourers had cows of their own. These were grazed and wintered on the farm, a deduction in wage to the extent of the cost of a cow's keep being made. Of late years labourers' cows have almost entirely disappeared from the Lothians, and it is much to be regretted that no daily allowance of milk has been substituted. Different reasons are assigned by the two parties for the decrease in the number of servants' cows. The employers say that the men spend all their wages and have consequently no money to buy or lay on a cow; also that now-a-days the labourers' wives and daughters do not understand milking, and object to the trouble of attending morning and night at milking times. The labourers contend that when they did own cows the masters starved them during winter and put them on inferior pasture in summer.

I quite admit that on purely arable farms it is not easy to find suitable grass for cows during summer, and I would not consider first year's seeds adapted for such stock. But rather than let the absence of a little old grass stand in the way of the labourers keeping cows, I think farmers might lay down one field to permanent pasture and keep it as pasturage for servants' cows.

In the olden days it was frequently stated that labourers were given to stealing oil-cake, corn, or turnips for their own cows during winter, and many farmers are opposed to their men having any temptations to do so again. Granted for a moment that the labourer did incline to take what he had no right to, surely very simple precautions, such as locking the door of the cake house or weighing out the week's allowance of cake or turnips, would prevent any robbery.

I confess to a feeling of considerable impatience with farmers who complain of their men "helping themselves from the cake bin," yet never lift a hand to render such a thing impossible.

The great mistake in the Lothians appears to lie in the charge made for the keep of a cow. The general rule is that when a labourer has a cow kept, his weekly wages are reduced by 2*s*. Now, if anyone imagines that a cow can be properly kept and fed all the year round on arable land for 5*l*. 4*s*. he is vastly mistaken. It is as much out of the question to expect the employer to supply high-class old pasture during summer, cake, turnips, bean-meal, and hay during winter for any such sum, as it is absurd to suppose that a cow will give a fair return of milk on starvation diet, consisting of poor pasture in summer, and straw and water in winter.

On some farms the keep of a cow is valued at 3*s*. per week, and charged accordingly. Here the cows are better fed and the labourers accordingly better pleased with the milk-yield of the animals.

Among the labourers of the Lothians and Beauly district, there were not so many complaints about the want of cows as I should have expected. Farm stewards and herds constantly referred to the fact that long ago everybody had his cow and now a cow was the exception rather than the rule; but among the "hinds" there does not appear to be much regret. This I believe to be chiefly owing to the facts that having

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once parted with the cow, they have become accustomed to manage without it, and that the thought of saving money to buy another is not altogether to their taste.

Long ago when oatmeal porridge formed one of the main foods of the labourer, milk was of the greatest importance, but now porridge is not so popular and the want of the cow is less keenly felt.

It would, however, be well that employers should show their readiness to let their men keep cows upon fair and reasonable terms, and I would go even further and say that it would be well if employers assisted those who express their desire to keep cows but were unable to buy them, by advancing the price and accepting re-payment by weekly or monthly instalments.

Some few Lothian farmers have shown a willingness to meet their men in this way, and their example is worthy of copy.

Pigs, bees, poultry.

57. Pigs are kept by most labourers, but bees are conspicuously absent. Poultry are not permitted except on very few places in Fife and the Lothians, but in the arable and pastoral districts of Perth, Inverness, and Ross, the labourers are allowed to keep any quantity of hens.

VII. Benefit Societies.

Benefit societies not generally popular.

58. The slight importance attached to benefit societies both in Fife and the Lothians (particularly in Fife), is due to the prevalence of yearly engagements, and uninterrupted wages, work or play, sick or well. The men are quite independent of clubs. In some parishes of East Lothian the "Foresters" and "Odd Fellows" have a fair membership, but these parishes are peculiar in this matter.

Between Beauly and Dingwall "the Contin Ploughman and Labourer's Friendly Society" has a large membership. This society is of local origin and there can be no doubt that it owes much of its success to the great interest taken by resident gentry in its management and welfare.

The Scottish Ploughman's Union.

59. The Scottish Ploughman's Union has struggled hard to obtain a footing in all these districts, and in Fife, Kinross, and Clackmannan it has achieved a considerable degree of success.

In East Lothian it appears to have had an ephemeral existence and proved a financial failure.

I do not think that combinations of this sort are calculated to allay disputes or settle grievances between employer and employed.

Sometimes it appeared to me that the representatives of this union allowed their zeal to exceed their discretion, for proposals and demands were made, regardless of the interest of the employer and the consequences to the employed in the event of their being thrown out of work.

If there were any system of arbitration by which the numerous grievances and demands of farm labourers could be considered and discussed with farmers, with the view of arriving at a settlement, the information possessed by the Union might be turned to useful account. But at present in the absence of any such mode of negotiating, the Union seems to be rather too much a purely agitating body, whose efforts have widened rather than narrowed the distance between man and master. I do not condemn the cause which it champions. On the contrary, I believe that it correctly states some genuine ploughman's grievances, grievances which I think should and could very easily be remedied; but I fail to see what expectations it has of obtaining concessions from employers, when its exertions are mainly confined to enlisting new members and holding meetings of its own supporters, at which meetings language not over complimentary to masters as a class is used.

I cannot think that the Ploughman's Union is a conciliatory body. From what I saw, read, and heard of its doings, it is aggressive in its policy, and engaged in the dangerous work of rousing labourers to attack a citadel very much stronger than they have any conception of, and capable of dealing many heavy blows without suffering in return.

VII. Concluding Remarks.

It appears to be my duty in drawing these reports to a close, to briefly review the general position as I found it in those five districts, and offer a few suggestions with reference to the future.

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THE RELATIONS BETWEEN EMPLOYER AND EMPLOYED.

60. The relations of employer and employed in agriculture are almost unique.

Peculiar relations between employer and employed in agriculture.

In trade and commerce the employer spends most of his time in the office and counting-house. He is brought very little into direct contact with his servants. But in agriculture the employer who discharges his duties aright is seldom far away from his men or his farm.

It is perfectly true that within the last 25 years, employer and employed have not been thrown together to the same extent as formerly. There has been a decrease of in the number of "working" and increase of ornamental or "gentleman" farmers. But whether the farmer be a gentleman by blood or birth or no, it is certain that in order properly to conduct his business, he must spend the greater portion of his time in the fields where his labourers are engaged. Again, in Scotland, the fact of all the regular labourers residing on the farms, gives rise to small communities, the members of which are knit together in domiciliary relationships.

In the olden days when farmers and their men lived in the same house and fed at the same table, the bond resembled that which unites the members of one family. This has to a large extent passed away, but still it is no exaggeration to say that so closely connected are the two classes in every day life, that unconcern or indifference can hardly exist between them. Neither party can well become passive with regard to the other's position and occupation.

The value to the employer of real genuine hearty sympathy and union of heart with his labourers, no figures or calculations could adequately set forth. In like manner it were difficult to enumerate the ways in which the happiness and prosperity of the labourer may be furthered and promoted by the good-will and kindly feeling of his employer.

The ploughman who gives his work with a grudge or in a half-hearted way is not worth having on the place. The master whose only recognition of his servant's presence and existence is a growl or a grumble is not worth serving. Whenever there is a natural recoil or shrinking between employer and employed, things cannot go on well for either party, and just to the same extent as good relations bring about light and profitable work, so does discord clog the wheels and make labour laborious.

It becomes the master to encourage industry and loyalty, to watch carefully the different dispositions and actions of his men, to be kind and considerate, yet by no means to overlook or clear the indolent or slovenly. It becomes the labourer to do everything he can to serve his employer and to merit his approval and confidence.

Much more might be written with regard to the sentimental aspect of the relations between master and man in agricultural life, but it were more to the point to apply ourselves to the relations *which do exist* in those parts of Scotland which I visited lately.

Present relations and general review.

61. The opinions of employers as detailed in evidence in my district reports are very variable. On one point, however, the witnesses were almost agreed, they described the labourers as being "very difficult to do with now," "quite altered to what they used to be," "very independent," "flighty, restless and discontented," "greatly fallen off," &c., &c.

There can be no doubt that contrasting farm labourers of 1893 with those of 1853, an astounding alteration in their thoughts, views, opinions, mode of dress, and living has taken place. But I think the labourers were equally justified in calling my attention (as they did) to the corresponding change in the farmer's habits of life. The relations between the two classes once so close from natural causes and circumstances, are now completly changed.

Somehow, there appears to be on both sides a large number of uncharitable spirits who look with a grudging eye upon the improvement in the circumstances and alterations in the behaviour of those with whom Providence has thrown them in contact. I do not at all see why the farmer who 40 years ago went to church in a dandy cart, but now goes in a flash four-wheeled dogcart, and the ploughman who 40 years ago lived on porridge and potatoes but now eats his daily junk of beef and drinks his cup of 3*s*. tea, should not still regard one another as friends, or what justification could be given by either party for the estrangement which from time to time in my district reports I was compelled to announce.

Considering the immense strides which civilisation has made since the coaching days, there is no inconsistency in either the farmer's or labourer's present manner of of life, and I confess that none of the invidious comparisons based upon ancient times and habits that were instituted for my information made much impression upon me.

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A change for the better was inevitable and it is folly for either party to describe that change as discreditable.

Now, I am strongly of opinion that there be many in the ranks of agriculture who have indulged in this folly to end that suspicion and estrangement have arisen. Suspicion is one of the things which is generally met by retaliation, and here we have a simple explanation of the position on many of the farms which I visited. The masters say the labourers are disobliging and unconciliatory and unsympathetic and impertinent; the labourers say the masters are overbearing and proud and importunate and unreasonable.

This description of affairs does not, I am glad to say, apply generally, but in certain localities it is very conspicuous. In the Lothians, although I could not say that the surface was as smooth as glass, there was on the whole a good and friendly feeling. In the Highland pastoral districts between shepherds and their employers there was a very excellent feeling, and on occasional farms in Fife, Kinross, Clackmannan, and Beauly district there were unmistakable signs of good relations. But wherever bad bothies, bad cottages, and proximity to mining villages and manufacturing towns occurred, employer and employed were seen to be upon anything but cordial terms. At several of my labourers' meetings, very strong terms of disapprobation were used with reference to farmers, and long lists of grievances submitted for consideration.

I have no hesitation in saying that where such feelings prevail as I have described in my district reports in connexion with Fife and one place in Haddington, it were worse than useless to disguise the fact of there being at present strained relationships between the two parties.

To discontent among agricultural labourers there appears to be no relief tap. Farm servants do not indulge in strikes. They grin and bear it or they leave country life altogether. The "grin and bear it" policy brings no satisfaction to the servant, and as it is invariably accompanied by half-hearted and apathetic labour, it either creates or intensifies distrust in the employer.

On the subject of efficiency, the farmers were almost unanimous in describing the labouring man as "less willing than he used to be," many added "he can work as well as ever, but won't." It will be observed that no fault is found with the ability of the labourer to well and duly perform his labour. Although great stress was laid upon the "tea and slops drinking" tendency, the amount of the butcher's meat consumed and the abandonment of the old porridge diet, the physical powers or endurance of the labourer was never called into question. It was against the willingness of the spirit rather than the weakness of the flesh that employers declaimed, and this constitutes to my mind the worst feature of the situation. The statements of farmers in certain localities were tantamount to an expression of distrust in the labourer's intent and purpose. The statements of the labourers implied oppression, covert hatred and class animosity on the part of the employer. My mind is very clear upon this point,—I believe that both parties have been possessed of exaggerated views and are labouring under misconceptions.

For the last 10 years agriculture has been sorely depressed, and farmers at their wits end and fairly puzzled what to do next. In times such as these they looked for what they did not get, more work for the same wage. I do not believe sympathy helps the struggling husbandman very much, unless it takes some such practical form as a reduction of rent or cheaper labour. An equivalent to a reduction in the ploughman's wage would have been an increase in the quantity of work performed within working hours, or overtime labour without overtime pay. I do not say that he looked for the latter, but I have every right to believe from the evidence of some farmers themselves, and many grieves, that he did look for the former, and in consequence of not receiving what he secretly expected, he took up the idea that the labourer had conspired against him and was no longer the same man.

Now, while I think that perhaps the farmer expected too much, I also think that the labourer gave too little. As a matter of fact he gave nothing, absolutely nothing. The Scottish farm labourer was well aware of the lamentable decrease in the value of agricultural produce. He knew perfectly well that his labour had become of decreased value to his employer, and that so far as wages went he suffered not at all. Under these circumstances he had to choose between two courses, either to give a practical expression of sympathy by exerting himself and giving forth his labour with ready hand and willing heart, or to resist all sentimental and sympathetic tendencies and let the employer flounder about as he liked. He chose the latter.

You see the old feeling was gone, completely gone. Hinc illae lacrimæ!

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Another phase of the position I would refer to. The relations are most strained and the estrangement most marked in localities where the land is naturally inferior and the farmers "small men."

The intervention of a farm steward appears to have had a remarkable effect in keeping the peace between the master and the men. I referred to the part played by the steward in Fife Report (par. 106), and return to the subject because what was said of Fife applies to all my districts. The steward being as it were a medium and umpire, a person entrusted with the confidence of both parties, he acted as a sort of buffer. It is highly probable that many a steward got many a blowing up from the perturbed farmer during the years of transition, but by bearing the brunt of the battle he went a long way towards saving the position.

An old saw comes back to me as I write, and it applies forcibly to the position I am trying to describe. "If you have nothing pleasant to say you had better either hold your tongue or keep away altogether." The "strong farmer" kept away altogether, and either chewed his sorrowful cud by himself or discussed it with his steward. The "working farmer," having no steward to fall back upon, unhappily looked to his men for relief in time of trouble, and finding none, he showed his disappointment and resentment in a variety of ways.

Another fertile cause of ill-feeling comes from Fife district, and here the fault lies entirely with the labourers.

The extent to which farm servants break their contracts of engagement calls for prompt and decisive treatment. It it done in cold blood and deliberately; moreover it is frequently accompanied by the retention of "arles," and accordingly becomes something very like theft and larceny. Beyond the bounds of Fife, Kinross, and Clackmannan, I had no complaints of breach of engagement, and it would appear that the habit is confined to the district where the general relations were all round unsatisfactory. (*See* Fife Report, par. 205, and App. B. 3.)

Of the many grievances put forward by the labourers some are to my mind real, others either imaginary or portions of their duties which may be unpleasant, but are nevertheless necessary and unavoidable.

The evils and errors of bothy life.

62. It is impossible to treat the question of relations between employer and employed as the same in localities where bothies prevail to the extent that they do in some parts of Fife, Kinross, and Clackmannan, and districts like the Lothians where no such thing is found. A bothy man may be doing very well in one way, he may be saving money while living in apparent discomfort. He may be happier after a fashion in his nasty barrack, than an outsider may give him credit for. If happiness and the joy of a young man's heart are secured by complete freedom after working hours, and absence of parental control, then I admit that both are the portion of the bothy man. But happiness of this sort is not real, does not last, and cannot be good for such as indulge in it, either then or thereafter.

Bothy life is too free from restraint; the bothy lad has too much power after working hours; the bothy itself possesses too few comforts or attractions ever to become what it should be, a suitable home for young men. Bothy life is now unknown in the Lothians, and to this I largely attribute the superior type of young labourer employed there in agriculture. I had occasion in my Fife Report (par. 176) to remark upon the decadence of the bothy system in the east of Fife, and the better relations between employer and employed there. I am sure similar results would follow in other localities were steps taken to *greatly* alter the arrangements and conduct of bothies, or to substitute for them some more homelike and comfortable manner of accommodating unmarried farm labourers. *The time has in my opinion come, when pressure should be brought to bear upon proprietors and employers with a view to alter the condition of bothy men and bothy life.* There are doubtless places where the system could not be suddenly abolished, but I neither saw nor heard any just cause or impediment to the construction of comfortable bothies and the institution of proper supervision on the part of the employer. Bothies are found in Beauly district, but they are more comfortable than in Fife, and better looked after. Again in the north many of the bothy men feed in the farm kitchens, which is a very superior system to the Fife custom whereby the bothy men find and cook their own food.

The whole subject you will find fully dealt with under the heading "the bothy system," in Fife Report, and as indicating what a bothy should be and ought to be, I further refer you to Lothian Report, par. 93, and plan of Saltoun garden bothy.

It is perfectly clear that for the improvement of bothy life, there must be *combined action among proprietors and tenants*, because I found over the greater portion of these

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three Fife counties the same relish and appreciation of bothy liberty and the irregular hours which bothy life facilitates and encourages among young men.

For the present condition of bothy life, employers are much to blame. When the farm kitchen system was observed, the connexion between the farmer and his unmarried servants was close, and the natural tendencies of young men to wander in search of midnight excitement and frolics were kept in check. But no sooner did the farmer rise above the level of dining in the midst of his men, than authority vanished and a new state of affairs ensued, whereby the young men became entirely their own masters, with every opportunity of gratifying to the uttermost their own inclinations. Had employers continued to take a friendly interest in the social condition of their unmarried servants, the system under which men live and feed by themselves, might still have been conducted with order and decency, but the friendly interest did not continue, and gradually a new doctrine spread abroad which announced that so long as the labourers did their work during the day it mattered little how they spent the night, or in what condition they lived and had their being. Many of the bothies visited by me were dens of dirt and confusion into which employers, on their own confession, never set foot unless to give some order.

I cannot but think that in thus condemning bothy life as at present conducted, I will be supported by all who have had opportunities of seeing thoroughly into the pros and cons of the question.

Writing as a Scotchman, I have no hesitation in saying that the system is a disgrace to Scotland, and the arguments produced in its support a disgrace to Scotch farmers. Employers frequently asked me "how can you do away with it, what will you substitute "for it?" Surely what has been done in Haddington and many other counties and parishes of Scotland may be accomplished between Stirling and St. Andrews. The truth is that wherever a hearty effort has been made to abolish the farm bothy it has been abolished, but farmers in too many cases have become insensible to the home affairs of their men and indifferent to the numerous privations and discomfort from which unsupervised bothy life is inseparable.

My visits to bothies were mostly unexpected by either bothy men or employers. It was my intention that they should be, for I knew well that were I to give notice of my intention to inspect such and such a farm bothy on such and such a day and at such and such a time, unwonted steps would have been taken to tidy up and make a respectable appearance. On one occasion my visit was expected and anticipated, but one of the bothy lads quietly observed that "there had been more washing and floor scrubbing "and fire blacking done that day than during the two years he had lived there."

My contention is that the employer should make it a point of duty to keep his bothy always in the same state as I found this "prepared" room, and not regard it as a place where dirt may be permitted to accumulate until the approach of a Government official or County Council officer makes it advisable to have it removed.

There are bothies where the beds are never made at all, and where it is impossible to detect any traces of the cleaning out said to be given once a week. Farmers shelter themselves behind the excuse that bothy men prefer dirt, and would not say "thank you" for order and cleanliness. It is perfectly true that young men as a rule are not predisposed to housework, but palliation of this kind does not exculpate.

It is to be hoped that the conduct of bothies will be looked into by County Councils, and some course adopted by them for a removal of those evils, but until farmers themselves recognise their obligations and discharge their duties towards their servants it is useless to look for that entire change which the necessities of the case demand.

The price of labour not in dispute.

63. Looking back to the numerous meetings I had with labourers in each of these counties, I cannot forget that with *the single exception of women's wages* (Lothian Report, par 115) no bonâ fide complaint was lodged against the price paid for agricultural labour.

If the happiness of the labourer and the relation between employer and employed depended upon the one question of "what is a fair wage?" then indeed the general position is satisfactory.

Unfortunately, "wages and earnings" represent but one link of the chain that connects farmer to labourer, and I am afraid of the other links there are so many in a weak condition, the chain as a whole could not truly be called strong.

Many other matters in dispute between employer and employed.

64. Between employer and employed there are at present many differences of opinion, and many contested points respecting the hours of work, the system and period of engagement, the method and period of payment, the employment of women, the labourer's duties, his general rights and entitlements. As has been previously stated,

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I have reason to believe that the position in the Lothians, and to a lesser degree in the purely agricultural part of Fife, and between Inverness and Dingwall, is more satisfactory than in the vicinity of competing industries. But still I felt, even at the best of my labourers' meetings in East Lothian, that there was a lack of that entire contentment which I should have liked to see on all sides. Many of the grievances so bitterly complained of in Fife were reproduced in other districts, and although the labourers' case was submitted in more temperate language by Haddington and Edinburgh men, it lost none of its impressiveness on that account.

The differences of opinion between employer and employed appear to me to be chiefly confined to questions relating to the rights and privileges to which the farm labourer of present times is entitled. The men apparently think they should be on very much the same footing as persons engaged in other trades and industries. They contend that the customs of 20 years ago should not still be preserved and kept up. Sometimes it was apparent that they were prepared to forego what others would think great advantages in order to secure some concessions of comparatively little importance.

Embarassing nature of the present position.

65. Now, Sir, I think that the difficulty of the position lies to a large extent in the nature of the grievances complained of and concessions desired. The two parties are marshalled against one another in such questions, and between them I fear it must (unless some steps be taken to prevent such a deplorable issue) be fought out to the bitter end.

The attitude of employers.

66. I would now respectfully lay before you the attitude of employers as observed by me in my recent investigations. On minor and unimportant points some are not unwilling to give way. On major and important points they are determined to hold out. They decline to admit that because labourers in other branches of trade have advantages in the form of numerous holidays, shorter hours of work at certain times, weekly pay nights, and occasionally higher wages, the agricultural labourer is entitled to partake in corresponding ways, hitherto unknown and unheard of in agriculture. Their arguments are three fold.

1st. The rise in agricultural wages exceeds that to be found in other industries, and has continued in the face of severe agricultural depression.

2nd. The agricultural labourer under the conditions now common in Scotland, has peculiar advantages which pertain to no other trade or branch of labour.

3rd. Agriculture is a business by itself; and the consequences of innovations or alterations in old established customs, although such might cause little or no inconvenience to manufacturers or ironmasters, would bring incalculable loss upon farmers, and render their position more than ever hazardous.

The disputes are of recent origin, and do not disappear with time.

67. There appears to be little doubt that these disputes are of comparatively recent origin. Employers were agreed that 20 years ago the men never looked for the things they now talk about, and that the old sympathy and mutual interest no longer exist. I think the feelings and aspirations of the agricultural labourer have undergone a *remarkable change* within recent years, and that the same progressive sentiments have not been shared by their employers. My endeavour has been to describe in my district reports the points at variance, submitting them one by one to the experience and judgment of the commissioners, with such remarks as I thought might be of assistance to them.

It is all too apparent that time has done nothing to bring about a better understanding. Indeed, from the evidence given by both sides, I am compelled to believe that matters have grown worse instead of better. The existence of grievances which get no nearer a settlement, the drifting away to other industries of persons despairing of any relief from agricultural hardships and drudgery, the advanced doctrines promulgated in public newspapers for the promotion of the labourer's prosperity and liberty, these on the one hand have combined to sour and embitter the labourer; while, on the other, the difficulty experienced by the employer in meeting his rent-day and defraying his ordinary farming expenses, coupled with his unwillingness to admit the existence of labourers' grievances or the justice of their demands, has caused him to take up a position from which he declines to stir.

The probable results of continued alienation.

68. From what was repeatedly stated by employers, I am of opinion that rather than go on employing labourers with whom they are not in touch, and paying for that which brings neither direct profit nor indirect consolation, the next few years will see a further reduction in tillage farming, and therewith many labourers thrown out of employment.

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It is perfectly true that in some districts the reduced value of corn has been the chief factor in the reduction of area under cultivation, and that there the substitution of grass for tillage had probably no connexion with the general relations between farmers and their servants. But in Fife and the Lothians, employers upon good land expressed themselves as *still in favour of the old rotation* which divides a farm into five-sixths tillage and one-sixth pasture or hay. If by some means, differences of opinion between employer and employed could be amicably and satisfactorily settled, and the old feeling of mutual interest and sympathy restored, I am fully persuaded that the land would continue to be farmed on the East Lothian system, and no further serious diminution take place in the number of labourers employed.

The influence of the Ploughman's Union.

69. Behind the labourers, the Ploughman's Union stands. Although I am sure that the motives of the Union are honest, and that according to its lights it is doing its best for the well-being of the class whose name it bears, still I do not think its existence and exertions are in any way calculated to facilitate a settlement of the difficulties I have explained. Indeed, there is reason to believe that it forms somewhat of an impediment and obstruction in the way of possible settlement.

From what was stated by employers, they decline altogether to acknowledge the right of the Ploughman's or any other Union to interfere between them and their men; and I am aware of the fact that there are both in Fife and the Lothians, many farmers who would not employ a follower of the Union for one hour longer than could be helped.

The Union, I think, states its objects and projects in a manner sometimes rather offensive to employers.

Farmers referred to it in language which showed me that they regard it as attempting to "set up" the servant regardless of the consequences to the master. In justice to the Union, I gladly bear witness to the very proper expressions used by one of its leading supporters (Mr. Ogilvie of the People's Journal in Cupar Fife) with reference to the rights of employers, I had several long and interesting conversations with Mr. Ogilvie, and the impression left upon my mind by his arguments was very different to that made by less intelligent spokesmen at public meetings. The Ploughman's Union holds many views which appeared to me at the time extreme and somewhat in advance of the labourers themselves, and on several occasions these views were submitted at meetings by representatives who were not themselves bonâ fide agricultural labourers and who could accordingly afford to fall foul of farmers without endangering their own position. I thought this a weak spot in the Union, and I think it has prevented that spread of influence, which might otherwise have accompanied its efforts.

On more than one occasion, however, I had the satisfaction of seeing that by putting both sides of the question in quiet and dispassionate language before well-informed members of the Union, their opinions were considerably modified; and over and over again it occurred to me that if only we had some way of sifting the corn from the chaff, the existence of this body might be of considerable service in bringing about a complete re-union of employer and employed in those localities where such was most required. I regret to say that at present the required medium is totally awanting, so this valuable opportunity is lost to us.

Assimilation of customs and conditions necessary.

70. The general position as I understand and have described it, is worthy of your most careful attention and consideration.

The matters in dispute are, taken one by one, of no great significance, but when placed side by side they form a somewhat long and formidable list. Nevertheless, even in the most discontented localities, *I neither saw nor heard of any matter which might not be settled* by an *impartial outsider.*

In these days of simplified and easy intercommunication I cannot but express myself as altogether opposed to the different customs which prevail in the employment of the agricultural labourer. Take Scotland as a whole, and there is something peculiar to almost every county in the general conditions and relations of the labourer to his employer. This I believe to be absurd and needing alteration.

So long as Haddington ploughman and Fife ploughman work different hours and receive remuneration in different forms so long will discontent, open or concealed, active or passive, remain. Uniformity and equality should be our aim and object.

Both parties admit the

71. At an early stage of my duties this necessity forced itself upon my mind, and I lost no opportunity of testing the feelings of both parties with reference to it.

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Although as previously stated, employers may be averse to change, there is among them a distinct admission of the necessity for some better understanding, and I believe I am warranted in saying that they would welcome any measure which might bring peace and goodwill.

necessity for some remedial measure.

The labourers agreed that anything which would give them their rights and restore them to their employers' good graces, would be welcomed.

When two parties representing both sides of an industry so important to this nation as agriculture are known to be desirous of living and working together in peace and unity, but are prevented from so doing by differences of opinion which cannot be settled without aid from outside, and when a continuation of the struggle threatens serious consequences to the weaker party, and an aggravation of evils to the community at large, I respectfully submit that *any steps whereby peace may be restored and danger averted, are justifiable and commendable.*

Proposal for a Board of Conciliation and Equity.

72. I think the wishes and interests of both parties would be well served by the *establishment of "a Board of Conciliation and Equity,"* to which appeal might be made in the event of inability to settle disputes *per* and *inter se.* The Board would consist of three persons (one a lawyer). It would hold courts throughout the country. Public notice of sittings would be given in order to allow for preparation of cases. Parties who had attempted and failed in private settlements could appeal to the Court by stating their case in writing. The Court would then give notice of the date upon which the case would be heard, when the principals would appear and evidence be taken on oath. No award would be given when only one party appeared, without a full statement of evidence being first sent to the absentee, and a further opportunity allowed for him to submit *his* case. The Court would have discretionary powers in the matter of witnesses and nature of evidence. The *value* of agricultural labour would not come within the jurisdiction of the Court. Its award would bind the parties. *See* Appendix.

I cannot but think that the establishment of a Court of Arbitration or "Board of Conciliation and Equity," as I prefer to call it, would act beneficially. The very fact of it being in existence and open to either party would, I think, bring employer and employed together in attempts to settle their disputes without the aid of a third party. My feeling is, that we should in no way interfere between master and man until private settlement has first been attempted and failed. Accordingly you will find in the outline I have sketched (Appendix, sections *e* and *g*), that I do not propose to admit any parties unless and until private settlement has proved a failure.

Although I have not stated it in my sketch, I would like to observe here, that many cases might arise where, by a *recommendation* rather than an award, reconciliation might be brought about, and wherever that course could be successfully pursued I think it would be best. The thought running in my mind is just this. Many a time master and man might agree upon five points out of six, yet reconciliation would not be complete till that sixth was decided. In such a case the aid of the Board of Conciliation and Equity would be sought, and their duty would be to *recommend* in the first place rather than dictate a compromise on such terms as appeared to them equitable.

Prospects of ultimate success.

73. The prospects of success in the operation of a Board of Agricultural Conciliation are several. In the first place, both parties feel the want of mediation. In the second place, they admit that without such, the position must grow worse. In the third place, the two classes are not at heart inimical, but only separated by a stream, across which there is at present no bridge. In the fourth place, the efficacy of impartial arbitration is everywhere recognised and appreciated.

A Board of Conciliation only required for a short period.

74. With reference to agriculture, I do not think that a Board of Conciliation such as I have foreshadowed need be permanent. On the contrary, I should expect that within perhaps five years a complete re-modelling of the relations and connexion of employer and employed would be achieved, and that on the expiry of that term, the board might be dissolved. The probability is that once a few awards were made public, private settlements would be arranged on the basis of the decisions and recommendations of the Commissioners, but *outside the Court.* If once the ice were broken, I feel certain that the desired object would be speedily attained, and that in a few years we should once more witness a restoration of that friendly feeling so necessary to the well-being of both sections of the community.

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The General Condition of the Labourer.

The Agricultural Labourer.

His material condition immensely improved.

75. Within the last 40 years the material condition of the agricultural labourer has immensely improved. His wages and earnings have increased 50 per cent. During the last 25 years, and even when agricultural depression has been seriously affecting the affairs of landlord and tenant, farm wages have risen 20 per cent.

It is true that before the earliest of these dates the lot of the labourer was wretched in the extreme. He was a slave and a serf, living in the most miserable circumstances, and worked like unto a brute beast. But it is questionable whether in any other branch of industry has such improvement in material condition taken place. A married Fife or Lothian farm servant between wages and allowances may be said to be worth 1*l.* per week, an Inverness and Ross ploughman 16*s.* to 17*s.*, a Highland shepherd 1*l.* 1*s.* Generally speaking they are well housed, always convenient to their work and seldom far from schools for the children. Under the yearly system of engagements they are regularly employed and paid whether sick or well; they get a fair number of holidays without any loss of wage, their hours are shorter and work easier than formerly. They have good education free of charge and many other advantages formerly unknown.

Not only does their position compare favourably with that of any other branch of unskilled labour, but the share that comes to them of the profits of farming, now represents far more than the portion once considered to be their full due. Of late years the landlord's rental has been greatly reduced and the farmer's profit has almost disappeared, while the labourers' wages have continued to increase. While improving in the matter of wages and earnings, they have been steadily reaping the benefit of cheaper food and cheaper clothing. If the results of their improved condition does not show itself in larger savings, it reveals itself in the better living and dressing of both parents and children. It is somewhat remarkable, that whereas in many parts of England the cry of the agricultural labourer is generally for more money and larger pay, in Scotland complaints are not made about the pay, but about the privileges which he thinks he is entitled to and has not yet got.

It may safely be concluded that whenever a Scotch farm servant is discovered to be in poor circumstances, it is because he or she is a profligate and a spendthrift, or on account of large families, few of whom are bread winners. There are no doubt difficulties in the way of parents with a numerous family of young children, but the difficulty gradually dissolves, for no one over 15 need be long idle or unemployed in Scotland. Even in agricultural circles, families of young men and women can generally get full employment on the same farms, and I heard of many cases where the drawings of a household amounted to over 150*l.* a year, while exceptional ones exceeded 200*l.*

Comfort is written both inside and outside the cottage. The beds are clean and nice, the table replenished with butcher's meat and many good dishes; the furniture, wall papers, pictures and ornaments tasteful and abundant; the bedrooms carpetted, the linen chest and cupboard well filled with excellent chattels. The surroundings are cheerful. All traces of want and care have gone, and the thoughts of the labourer are now directed to the improvement of his position in other respects.

Needless to say there are exceptions, where in spite of good wages and first class cottages, things are dirty and uncomfortable and the people heavily in debt. The blame belongs to the people themselves. Some married women cannot keep money, it burns a hole in their pocket and escapes. On many a large farm there is some family in whose pay the grocer or baker takes a deep interest for he has a little bill against them. But the great majority are in most comfortable circumstances, and if the Beauly labourer with his 16*s.* 6*d.* per week, does not live so luxuriously as the Dunbar man with his 20*s.* 6*d.*, he appears to thrive as well.

Poverty need not be sought for in the house of the steady regular farm servant of any of my districts, and if in some of the bothies poor food and starved looking figures are found, the fault lies not with the amount earned, but in the way by which it is fooled away by "a wheen wild witless laddies," and the improper manner of life to which they are subjected.

In all my travels, I never heard of any person willing to work who had failed to get it or who might not find something to do. The Scotch agricultural labour system being entirely based on long engagements and regular service, few casual labourers are employed or required. This gets rid of the class so common in many parts of England who tramp from place to place on the look out for jobs, and accounts for the general prosperity of our rural districts. *I hope the day will never come to Scotland when the yearly engagement will be superseded by weekly or monthly service.* Under the

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THE AGRICULTURAL LABOURER.

present conditions we have few unemployed, few loafers, few frequenters of beerhouses, indeed few country beerhouses to speak of. But once abolish the upstanding wage and yearly engagement, and Scotland will suffer both in her agriculture and the standard of her agricultural labour. Intermittent employment soon produces intermittent labourers, much of whose time is spent in unprofitable journeys and undesirable calls at taverns and wayside public-houses. By a wise system of long engagements and plenty good labourers' cottages we have evaded the dangers so prevalent in some parts of England, while securing a class of labourers second to none in Christendom.

Favourable condition of rural districts in contrast to towns or mining localities.

76. The contrast between purely farming districts and those where mining or town industries occur, is very remarkable. Whether it is that people wont work steadily or cannot get steady employment, I am unable to say, but it is nevertheless true that among the coal pits of South-west Fife, and to an equal extent all throughout the brewing, distilling and factory towns and surrounding districts, I saw scores of idle half-tipsy lounging louts, trailing about in rags and tatters, while in purely agricultural localities everybody was smart and tidy and hard at work. And still there are actually persons who do not hesitate to recommend the abolition of the upstanding wage and regular employment *in the interests of the labourer*. To me it seems a wild and mad argument, and one founded upon theories which cannot be reconciled with ordinary everyday facts.

In my opinion the Scotch farm labourer has largely to thank the system of long engagements for his present comfortable position, and I greatly rejoice in the recollection that with the exception of those bothy lads who know little or nothing of the difficulties of family life, and a small minority of naturally discontented married men, the great bulk of the labourers with whom the subject was discussed were not prepossessed with indefinite engagements and monthly notices.

Farm service is a healthy employment.

77. From various medical practitioners I had excellent reports regarding the health of the labourers. Farm service is evidently a healthy employment, for both men and women. That it is dirty at certain times of the year, and cold at others, no person with any knowledge of the subject could deny, but labourers are treated with consideration now-a-days and not asked to work in the fields in heavy or prolonged rain or piercing snow storms.

Perhaps there are farms where they are more harshly treated with respect to working out in bad weather, than I think fair, but the fashion is greatly changed since 1870 when first I became acquainted with Scotch farming, and I found few complaints upon the whole.

Other ways in which the improvement in the labourer's affairs shows itself.

78. It is strong evidence of the improvement in the condition of the labourer, that the employment of children under 13 has almost ceased to exist. Doubtless the rules and regulations of school boards protect the children, but in discussing the subject with employer and employed both parties were at one in thinking that children should not work in the fields until they had gone through the school course. The labourer in his present position is independent of the wages that a young boy might earn, and there is on his part a desire that the lad should derive full benefit from his school days, and if possible rise to a higher rank than that of a ploughman. The same is true with respect to the employment of women in agriculture. I was frequently told by labourers and their wives that they did not like to see their daughters "shawing turnips" in a wet muddy field, and that they looked forward to the time when they would get some more comfortable description of work. Indeed, there are a great many ploughmen whose daughters rather than go to the fields, have spent a year or two at home with their parents' consent and approval. Again, it was urged that womens' wages were so unjust, it was an insult to ask a girl to work for them. People who can afford to keep two big strong girls at home doing nothing, must be in fairly comfortable circumstances. Whichever way we turn we fail to trace any resemblance between the farm servant of to-day and the half-starved down-trodden man of long ago. Everything tells of plenty and abundance, and I am not too sure that some of the demands and complaints made by our labourers do not in a way resemble "the kicks of Jeshurun when he had waxed fat."

Labourers have very little knowledge of agricultural depression,

79. The storm which has beaten with such vehemence on Scottish agriculture, has not affected the labourer's affairs, for his wages have steadily increased, and even last spring a certain class of workmen were engaging at a rise of wage. But has the ploughman any conception of the favourable position he occupies in contrast with his employer? I am persuaded he has not. Even ploughmen who had not a grievance

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to submit or complaint to make, were quick to argue that their employers could not be so sore hit as they tried to make out, for said they "are not rents reduced." They invariably brought forward the old argument that if more labour were employed bigger crops would be grown, ignorant apparently of the fact that the fall in the value of produce and the increase in the cost of production makes it difficult for the employer to defray even ordinary expenses.

they have not suffered from it.

80. While this material improvement in the labourer's condition has been going on, it is a matter for mutual congratulation that *morally* there has been corresponding progress.

Moral condition also improved.

(*a.*) On all sides it was agreed that intemperance has greatly decreased. Ever since I can recollect, the Scotchman has been depicted as a creature whose chief enjoyment in life consists in drinking strong drink. On the stage he is represented as having a whiskey flask either in his hand or on his person. In comic papers he invariably appears as tipsy or engaged in such measures as are calculated to make him so.

Decrease of intemperance.

It is forgotten that most of the whiskey made in Scotland finds a sale out of Scotland, and that for one gallon of beer drunk by the Scotch labourer, the Englishman drinks probably 10. The farm servant of Scotland has never been a beer-bibber or systematic drinker. He has neither the inclination nor the opportunity to be a drunkard. At home and in his every day life he might almost be called a teetotaller, for he neither keeps drink in his house nor carries it to the fields. At hiring markets he certainly does take "a dram" and on holidays when sports or races are attended he has no objection to another, but viewed in the light of general behaviour, he is a sober, abstemious, well-conducted man.

Even at hiring markets, strangers are apt to label every tipsy man they see, "an agricultural labourer" ignorant of the fact that most of them are townsmen or belong to that numerous army of itinerant musicians, magicians, thimble riggers and caravan owners who go about from market to market, in pursuit of business and pleasure.

Our harvest homes or "Kirns" are frequently described as scenes of lewd mirth and general debauchery. Again, I desire to traverse the allegation. In connexion with harvest homes, as a general rule there is very little over-drinking and very few improprieties of any sort. It rests entirely with the masters as to the quantity of drink consumed. The lads and lassies go to enjoy the dance, and if the employer is weak enough to ply the men with drink to which they are unaccustomed, they "dinna like to refuse the maister" and they possibly succumb. But in Scotland a labourer gains no credit and rises not one inch in either his own or his neighbour's estimation by drinking more than he can with respectability carry. A very common allowance of whiskey per man is two glasses, in addition to which lemonade or ginger beer is provided for the ladies. Wherever more than enough is passed round it may safely be concluded that the entertainer has a leaning that way himself.

From the evidence and statements of clergymen and constabulary I am led to believe that the agricultural labourer of to-day is a temperate man, and that the fact of his not saving money out of his present good wages is in no way attributable to insobriety. Furthermore that within the past decade a very decided decrease in drinking at holiday meetings has been observed.

(*b.*) From the Registrar-General's 38th Annual Report of Births, Deaths, and Marriages registered in Scotland in 1892 I find that the average per-centage of illegitimate births for the districts visited by me was only 5·82 as against 7·3 for all Scotland. These figures speak for themselves. But it is important to observe that take Scotland as a whole the rate of illegitimacy has decreased steadily and gradually from 1866, when it stood at 10·7 per cent. to 1892. Everywhere there seems to be a higher moral tone and an improved sense of propriety. Labourers' daughters now feel that they have a future before them if they take care of themselves, and no doubt the fact of their being able to do so in the districts under my care is not a little due to the absence of the "bondage" system.

Decrease of illegitimacy and immorality.

This bondage system produces very much the same effects in female as the bothy does in males. Parental control is as necessary for the good behaviour of girls as of boys.

Go to the counties where the bondage system or the female bothy are in vogue, and there you have a high rate of illegitimacy. Go to the counties where bothy life pure and simple obtains, and there you have drinking and unhappy relations between employer and employed.

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Religious tone and church attendance.

(c.) With regard to religious tone and church attendance the evidence was somewhat of an unfavourable character. Clergymen admitted that since flitting from farm to farm or parish to parish has become so much the fashion, agricultural labourers had fallen off in church attendance. Also that literature of anything but a religious character formed the bulk of Sabbath reading. On the other hand it was generally stated that there was less swearing or rowdy language in use than formerly, and fewer nasty habits in the field or farm yard. Some attributed the improvement to the smaller number of females now employed in agriculture, but I think the truth will be found in the increase of self respect observed by both sexes.

High standard of agricultural labour.

81. Although it were impossible to overlook the occasions upon which the labourers were stated to be less diligent and attentive to the employer's interest than formerly, I am of opinion that such evidence is exceptional and traceable to causes such as unsupervised bothies, disquietude produced by propinquity to organised bodies of miners, or friction between employer and employed, for which both parties are more or less to blame, and that taking the seven counties and portions of counties to which my attentions were directed, the standard of agricultural labour is high. Between morning "yoking" and evening "lowsing" the labourer (be he hind or orraman) discharges his duties in an honest, conscientious, and capable manner.

If he starts and stops sharp to the hour, he is perfectly right to do so.

Wherever friendly relations exist between employer and employed, I found that the "give and take" way of stopping and starting was in practice at busy seasons, and that at ordinary times the labourers were very anxious and willing to meet any reasonable requests in the matter of prolonging work beyond the prescribed limits.

There are some farmers trying to work underhanded or undermanned, and constantly looking for extra hours to keep things up to time; now, the labourer sees through the thing perfectly well, and he rather objects to be oppressed with work which, under proper management and with an adequate staff of servants, could easily be accomplished within ordinary hours. Long ago the limits of working hours were vague and elastic, and I think employers who expect to preserve that indiscriminate way of adding to or taking from labourers working hours, are a little behind the times and doomed to disappointment.

Although a blunt outspoken man, he is honest, truthful, and worthy of respect.

82. The Scotch farm servant is a blunt, plain-spoken, somewhat unpolished person, not over-courteous or extra civil in his manner and address, but he preserves intact the character of an honest, truthful, conscientious, and peaceable member of the community, and although in many things he has acquired a marked degree of independence, and is not afraid to assert himself when he thinks an occasion arises, there can be no doubt that he is well worthy of respect and confidence.

Except in localities where mental disquiet and strained relations have changed his nature and upset his equilibrium, he exhibits a great amount of self-respect, and in the discharge of his everyday duties I believe he is guided not only by views of what he owes to his employer, but by an estimate of what is his duty to his Maker. Many a time I have heard a man say "sae lang as I do my work honest, nae man can faut (fault) me." I think there is a true ring about that definition of a servant's obligations and a master's entitlements. About the Scotch farm labourer there is very little of the accomplishment called in Ireland "scheming." As a general rule he goes out to earn a fair day's wage in return for which he is prepared to give a fair day's work, and if in these depressed times differences of opinion may arise between employer and employed as to what a fair day's work is, I think we should not forget that now the labouring man has ideas of his own, and is no longer the slave of 50 years ago.

Looking back upon the large amount of evidence collected from employers in the districts given to me, I find repeated testimony to the honesty of purpose displayed in labourers in purely agricultural localities, and many references to the reliance placed in them.

The numerous questions upon which the two parties are of different opinions, and the many obstacles in the way of settlements are greatly to be regretted. I have endeavoured to state the case in an open and unprejudiced spirit, believing as I honestly do that the time has come when intervention is needful and called for.

Recommendations for the con-

83. Personally I am opposed to interference between employer and employed when there is reasonable prospect of things arranging themselves, but I am forced to the conclusion that there is at present no such prospect, and that much of the friction and

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discontent to which I have regretfully referred, may be remedied by conciliative action from without.

I would very strongly recommend in the interest of the public.

1. That the law of master and servant should be so altered or amended, that wilful breach of engagement and contract will be made a punishable offence.
2. That immediate steps be taken to improve or abolish in certain instances, farm bothies.
3. That the attention of employers should be called to the inequality of wages paid to female labourers on certain occasions, and that the system of bonuses should be promoted not only as fair to females at certain seasons (*see* Lothian Report, par. 116), but as calculated to check frivolous and vexatious flittings among married men (*see* par. 22 B. this report.)
4. That some mode of advancing money at a low rate of interest for the erection, enlargement, and improvement of labourers' cottages should be established.
5. That the settlement of disputes of all descriptions apart from the value of labour and rate of wages shall be vested in a Board of Conciliation and Equity.

Finally I have to return to the various officials of the Commission under whose guidance I acted, to the Commissioners whose advice I sought, to the representatives of the public press, to the officers of county councils, to the large number of employers and employed with whom in pursuance of my duties I held conference and conversation, my grateful thanks for the unvarying kindness and courtesy shown to me, for the generous assistance accorded to me and for the forbearance they displayed towards my many faults and failings.

I have, &c.
(Signed) R. HUNTER PRINGLE.
Assistant Commissioner for Scotland.

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APPENDIX.

DRAFT SCHEME FOR A BOARD OF CONCILIATION AND EQUITY.

(*a.*) Shall consist of three members or commissioners, one of whom shall have a thorough knowledge of Scottish law.

(*b.*) The board shall hold courts of conciliation throughout Scotland.

(*c.*) For the purposes of the board, Scotland shall be divided into separate districts or divisions. The divisions shall be selected with reference to the boundaries of each county, and a place of sitting shall be appointed for each division.

(*d.*) At least two months before the date fixed for sitting in any county, the board shall cause to be published in all the local papers of that county, a list announcing the places, dates, and hour of each sitting. And shall at the same time cause to be put up in conspicuous places in each division hand bills or posters announcing the place, date, and hour of sitting for that particular division, and setting forth the objects for which the sitting will be held.

(*e.*) At least four weeks before the next sitting of the board in his division, the aggrieved party shall submit his grievance to the aggressor with a view to private settlement. Failing such it shall then be within the power of *either* party to appeal to the board.

(*f.*) When making appeal the applicant shall state his case in writing to the board, which will then issue notices to both parties of their intentions to hear the case, and name the place, date, and time of hearing.

(*g.*) The board shall not take action unless it has reason to know that private conciliation has in the first place been attempted and failed.

(*h.*) Both parties shall appear in court. Evidence shall be taken upon oath. The aggrieved shall first state his case. The aggressor shall then state his case. Liberty and power shall be given to the board to take such and any steps they may consider necessary to ascertain the clear and correct position with a view to an equitable decision.

(*i.*) In the event of one party failing to appear in court the board *may* proceed as if both were present. But NO AWARD shall be made without a full statement of what transpired at the hearing being sent to the absentee by the board and a further opportunity given him to appear.

(*k.*) The award SHALL BIND both parties for the term of engagement then running.

(*l.*) The board shall not deal with any matter in direct connexion with the *value* of agricultural labour.

(*m.*) Unless it considers it necessary or advisable in the interests of equity and conciliation so to do, the board shall not receive evidence from persons other than principals.

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ROYAL COMMISSION ON LABOUR.

THE AGRICULTURAL LABOURER.

SCOTLAND.

REPORT

BY

MR. R. HUNTER PRINGLE
(ASSISTANT COMMISSIONER)

ON THE COUNTIES OF

FIFE, KINROSS, AND CLACKMANNAN.

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Para.
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X. Labourers' Grievances.

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221. How the presence of competing industries has prevented congestion of agricultural labour.
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Conclusion.

APPENDIX.

Appendix A.—Statistical.

Appendix B.—Reports.

Appendix C.—Wages and Earnings.

Appendix D.—Selected Evidence.

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THE AGRICULTURAL LABOURER.

THE AGRICULTURAL LABOURER.

To GEOFFREY DRAGE, Esq., Secretary,
Royal Commission on Labour.

54, York Road, Kingstown,
December 26, 1892.

SIR,

Introductory.

1. I have now the honour to submit my report on the condition and circumstances of the agricultural labour in the district assigned to me on November 4th.

My predecessor, the late Mr. George Gillespie, had, I understand, completed the inquiry in Forfarshire, and was about to move to Fife, when sudden death overtook him.

It fell to me to take up the work where he left it.

After receiving instructions, I travelled to Scotland, breaking the journey at Jedburgh with the object of seeing and consulting with my colleague, Mr. Henry Rutherfurd. After consultation I proceeded direct to the seat of my labour, selecting as my first head-quarters the town of Kinross.

District originally designed for inquiry.

2. The district assigned to me embraced in the first instance the important agricultural county of Fife and the small and somewhat insignificant county of Kinross.

At my suggestion the district was extended so as to include the county of Clackmannan, which, though perhaps more of a mining and manufacturing than an agricultural country, still embraces a considerable extent of rich arable land, commonly called "Carse," and an equal area of well-farmed mixed soil, there termed "Dryfield."

Selection of witnesses.

3. In addition to my own personal knowledge of the district and its leading farmers, I took the precaution of consulting several gentlemen in a favourable position to recommend reliable witnesses. Among others I may name Mr. James Swan, the well-known Scotch salesman of St. Boswell's, Perth, and Edinburgh. Mr. Swan supplied me with the names and addresses of landowners, factors, and farmers in almost every parish throughout the three counties. Thus fortified I entered upon my work.

Cordial assistance rendered by employers.

4. I take this early opportunity of saying that in the prosecution of this inquiry I was to a very large extent dependent for success upon the good nature and co-operation of the employers of labour themselves. Having been all my life connected with practical farming on a large scale and on the Scottish system, I hoped to gain their confidence and enlist their aid. In this hope I was not disappointed. Without one single exception, I received from high and low, rich and poor, that ready sympathy and cordial help which makes work, no matter how arduous, a satisfactory and pleasant task. I desire to return to each and all with whom I came in contact my heartfelt thanks.

Employers were interviewed and examined one by one at their own homes.

5. From the outset of my labours I was of opinion that full and detailed information could be best obtained from employers, not by calling them together in masses or to meetings, but by seeing each person by himself, at his own farm and close to his own farm books and accounts. I knew, or thought that I knew, the reticent character of the Scotch farmer and his aversion to relating the wages he paid, or position he occupied with respect to his men, in the presence of even his near neighbours or lifelong acquaintances. As time passed, and I had opportunities of gauging the correctness of my opinion, I was convinced of its soundness. In addition to personal visitations, I also held some meetings of farmers at convenient places and dates; these meetings were well attended, but I could not see that I gained much valuable general evidence therefrom.

Private interviews *versus* large meetings of farmers.

6-7. My experience in this matter of private interviews and meetings of farmers was this: My first object was to ascertain facts—each employer's personal experience and custom in the numerous ways indicated by Form III. When 12 or 14 farmers met me, one or two acted as spokesmen and related their experience, the others said little or nothing. A stranger to Scottish agriculture and its various configurations would probably have concluded that the statements kindly and clearly given by these spokesmen were true of those who did not openly dissent therefrom. From my own knowledge and from evidence which previous to those meetings I had obtained by going from farmer to farmer, I was aware that customs differed in many points, and that what was true of such things as hours of work, conditions of engagement, cottage accommodation, wages and earnings, and perquisites on one farm, was probably incorrect if applied to another holding possibly adjacent.

How customs differ on even adjacent farms.

Suitability of farmers' meetings labourers' grievances.

8. Seeing this I determined to discontinue farmers' meetings, save and except for the purpose of discussing *debateable points* and practices which were obnoxious to the labourers and submitted to me by labourers as such. From time to time I invited farmers to meet me, and asked their opinions and experience on what I term "debateable points." Farmers' meetings under those conditions proved valuable and instructive.

But when dealing with the labourers the converse was the case, and I quite anticipated it.

Evidence from the labourers best got at meetings of their own class.

9. The Scotch labourer is, when taken by himself, so averse to being examined as to be to all intents and purposes useless as a witness. In the first place he is naturally reticent, in the second place he is suspicious, in the third place he is frequently prejudiced, and in the fourth place he is, when approached without previous warning, not sufficiently acquainted or recollective of his terms, wages, conditions, and liabilities to constitute a willing or reliable witness.

But give him due notice of your intention to hold an inquiry into his position and condition in a way that renders him safe from interference or the contradiction of his master, and invite him and his fellow workers to a convenient centre after working hours—do this, and abundant evidence will be forthcoming, carefully thought out, and full of common sense and fair play.

So believing, I decided upon obtaining evidence from the agricultural labourers of Fife, Kinross, and Clackmannan by the convening of public meetings in rural districts, and in the placards announcing these meetings I took care to state that, "Only *bonâ fide* agricultural labourers were invited."

To those meetings only *bonâ fide* labourers invited.

How employers contributed to the success of these meetings.

10. In order to disarm the labourers of any fear of antagonism from their employers, I sent formal but friendly letters to employers requesting them to use their influence with their labourers towards securing a full and representative audience. I have again to signify my obligations to employers for the generous assistance given to me in this direction. I held three public meetings of agricultural labourers in Kinross county, three in Clackmannan, and four in Fife; in every case the attendance was large and representative of the farms in the vicinity, and the spirit which pervaded all these meetings left nothing to be desired.

Behaviour of labourers at meetings.

11. The men spoke freely and openly; matters which never could have been otherwise probed were thoroughly discussed and threshed out; with some few unimportant exceptions the labourers approached the various subjects of grievances and possible alterations with moderate minds, and expressed their opinions, wishes, and hopes in well-guided language.

Further means employed to collect evidence.

12. Besides holding labourers' meetings, I interviewed a large number of intelligent farm grieves, foremen, shepherds, head ploughmen, and cattlemen, visited the bothies on nearly every farm, talked with the people at work in the field, inspected labourers' cottages, and chatted with the men's wives.

Diversities of physical features and local circumstances

13. Perhaps there are no three counties in Scotland where diversities of physical features and peculiarities of local circumstances so frequently occur. In Clackmannan county you leave the pastoral and arrive at the agricultural districts in a strangely brief space of time. Then, again, the traveller, from being among fine arable

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farms, of a sudden finds himself among coal-pits and surrounded by land of the most wretched character. Several times when going to and fro in County Kinross I would pass through five or six distinct qualities of soil in two hours.

We are dealing with a land of hill and dale, interspersed with seams of coal and rocks of totally different description, and it will be easily understood that in a country where much of the wealth of the land lies in mines and minerals, and where capital is seldom far distant wherewith to develop any underground wealth which may be detected, new and fresh scenes of labour and employment are continually opening up to the end that agriculture and its conduct are subjected to frequent disturbing and disquieting interruptions.

Furthermore, in Clackmannanshire and the south and south-west of Fife we have not only the feature of mines and minerals, but numerous manufacturing towns and villages. In the vicinity of these centres of employment, agricultural labour is liable to suffer or benefit in numerous ways. Certain kinds of agricultural produce (for instance milk) rise in value as we near those towns, and as an important item in the farm servant's wage is his cow or allowance of milk, it will readily be seen that the value of his perquisites or payments in kind, gravitate and fluctuate from these causes, to an extent and in a manner which render it necessary, on the part of an Assistant Commissioner charged with the collection of evidence and compiling of a report as nearly as possible representative of a large and long district, to thoroughly inquire into all the variations and peculiarities of the tract of country to which he is deputed.

For these reasons the following report must of necessity be lengthy, since it refers to three counties which bear little family likeness the one to the other.

Discrimination in accepting evidence.

14. In the prosecution of this inquiry, I consulted every person that I could think or hear of who was likely to give good and direct evidence. But although I was thrown in contact with many who probably knew things by hearsay, I did not attach much, if any, importance to second-hand evidence, preferring to go in person right to the fountain heads; from several large land agents or factors I obtained excellent evidence; from the secretaries of the Kinross, Fife, and East of Fife Farming Societies, valuable assistance; from the sanitary inspectors and medical officers of county councils, evidence which I could not have obtained elsewhere, and from editors of local papers, and especially from the local representative of "The People's Journal," insights into the feelings and aspirations of the agricultural labourer which will from time to time appear in the following pages.

Special witnesses examined.

Description of the districts included in this report.

15. The counties or shires of Fife, Kinross, and Clackmannan form a tongue of land between the two Firths of Forth and Tay. Fife represents the tip, and by far the greater portion of the tongue itself, Kinross the centre part, and Clackmannan the root and junction to Stirling, the midland county of Scotland. In describing the physical features of the district under consideration, I first take

CLACKMANNANSHIRE.

Clackmannan.

16. Starting close to the town of Stirling, this, the smallest county of Scotland, having the river Forth and its estuary as its southern boundary, and the Ochill Hills as its northern boundary, stretches eastward for about 10 miles. Its width varies from 1 to 9½ miles, the widest part being from Kennetpans on the Firth of Forth to the north-east corner of the county boundary.

It is important to note with reference to Clackmannan and Kinross, that within the last five years the boundaries of both counties have been extended and their areas increased. As remodelled by the Boundary Commissioners of Scotland, Clackmannanshire now measures 35,160 acres. Of this 15,724 are returned (*see* Agricultural Returns for 1892) as under all kinds of crops, bare fallow, and grass (exclusive of woods and plantations, unenclosed mountain or heath land).

Area of Clackmannan as now constituted.

Included in the agricultural area as above specified, there are two distinct descriptions of soil, distinct in character and capabilities, farmed on different systems, giving employment to men and women in different proportions, and called (*a*) the Carse, and (*b*) the Dryfield.

The Carse land, reclaimed from the river and sea.

17. In bygone ages the river Forth and its estuary stretched far beyond its present bed. By means partly natural and partly artificial it has been driven back and kept in confinement by high embankments, the consequence being that all along the southern boundary of the county, we have a stretch of alluvial river deposit, composed of strong obdurate clay of great natural fertility, peculiarly suitable for a certain system of culture and variety of crops, but so difficult to reduce to a fine state of pulverisation, as to be unsuited for mixed husbandry or those rotations which include the growth of root crops and temporary pastures.

The "Carse."

The "Carse," as this tract of land is called, stretches from Stirling to the west boundary of Fife, and is for the most part worked on a six course shift. The order of crops being:—

1. Wheat—stubble dunged for.
2. Beans.
3. Barley.
4. Hay or pasture.
5. Oats.
6. Green crop or bare fallow, dunged.

Carse farms may be said to be all under the plough. The depreciation in market value of corn has not induced any alteration of system or decrease of tillage, the farmers themselves rightly or wrongly maintaining that there is but one way to manage the Carse.

Demand for labour not greatly decreased.

18. The demand for agricultural labour has not in this district greatly decreased, but it has been to a considerable degree affected by more causes than one, with the result that fewer farm hands are required now to what were needed 20 years ago. The introduction of labour-saving machinery at harvest time, and the simplification of ploughs and grubbers alone, have had the double effect of curtailing the necessities of the farmer during harvest, and enabling him to substitute lads for men. Self-binders are fast replacing the self-delivery and manual reaping machines, while wheel ploughs, particularly of the American Chill type, have on some few farms taken the place of the old Scotch swing plough. Farmers finding that to handle a Chill plough required only a lad to guide and direct the horses, were only too ready to introduce them as one means of reducing the cost of labour without damaging their prospects in other respects.

Substitution of lads for men.

Stock farming not general.

19. In the absence of pasture, swedes or turnips, the farming of stock, whether it be breeding, rearing, or feeding is limited, and on many farms almost entirely absent. A large quantity of hay is sold, much of the straw is trussed by attachments for the purpose to portable threshing machines, and railed to town and city markets, a portion being consumed or converted into manure by cattle and pigs accommodated in yards or houses adapted for such purposes and attached to the farm buildings.

Dairying.

20. Near Alloa and Stirling towns the dairy industry is carried on by a few Carse farmers. Where no permanent pasture is, vetches and tares are grown, and upon this succulent food assisted by artificials, or brewers and distillers' dregs and grains, the milking powers of the cows are well developed.

Potatoes little grown.

21. Potatoes are not grown save in small quantities for household purposes, and what turnips I did see were very poor and certainly not worth as much as it must have cost the farmer to produce them. To this statement, and it is true of real Carse land, I found one strange exception.

One exceptional farm on the Carse.

22. The farm of Insch (Appendix D3), about one mile east of Kincardine village, although distinctly on the Carse, possesses not a heavy clay soil, but what in agricultural parlance is termed a "clay loam." This land is no doubt difficult to manage, and requires a strong force of heavy horses, but when properly wrought as it now is, very fine crops of turnips, potatoes, swedes, and cabbages are produced.

Pig-feeding largely practised.

23. On some Carse farms a good deal of labour is required for tending pigs. Several of the gentlemen whose evidence I append, were largely engaged in this branch of stock feeding. From the breweries and distilleries of Alloa and Cambus they obtain unlimited supplies of "wash," "grains," and "dregs." These articles when mixed with boiled turnips or potatoes are successfully, and I believe profitably, applied to pig-feeding.

But in the ordinary interpretation of the term "stock feeding," is not an indispensable part of Carse land husbandry, and it is an uncommon thing to hear of a shepherd or regular cattleman on this corn-growing stretch.

Presence of coalpits

24. A portion of Clackmannan Carse overlies the coal formation, and every here and there we find pits

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in full swing. This, although it may benefit the farmer and his employees in so far that they have a good supply of cheap fuel, has at the same time a very decided and unfortunate influence upon the dispositions of the men and the affairs of the master. Coalpit men working "in the seam" earn large wages. A few years back, when trade was brisk and masters doing well, a collier easily made from 10*s.* to 12*s.* a day; even now, with a dull trade and reduced demand, he considers himself good for at least 7*s.* per day.

How the agricultural labourer is thereby affected.

I have not cause to believe that agricultural labourers are prone to "go down the pit," they have themselves told me that, "not having been brought up to working in a deep black hole, they are afraid to descend," but there are numerous jobs to be had at the pit mouth—receiving, discharging, emptying the buckets, loading the railway waggons or carts, and attending generally to the stud of colliery horses,—and for these grades of employment they evince a decided liking.

Other competing industries.

25. There are other industries competing with agriculture for the labour of men and women, and although it is my intention to deal with this phase of the inquiry by itself, it seems right to name them now, for they do most seriously affect the farmer of Carse land.

The towns of Alloa and Menstrie are large and increasing trade centres. In Alloa we have numerous breweries, distilleries, and soft goods factories. At Cambus there are breweries and a large distillery. At Menstrie there is a distillery and factories. At Kincardine there is a paper mill. These towns are either in the Carse or on the edge of it.

Adjacent manufacturing towns.

26. Again the manufacturing towns, Alva, Tilliecoultry, Dollar, and Stirling are so near the Carse and so easily reached by road or rail that those families whose tastes incline to indoor work, have no trouble and but little expense in getting to and from such seats of employment. A line of railway runs from Cambus, in the centre of the Carse, to Menstrie, Alva, and Tilliecoultrie, and the North British Railway Company have of late years run special trains not only in this district but in Kinross and Fife shires to suit the convenience of mill and factory hands who live at a distance.

Railway conveniences.

Railway employment.

27. Nor can we forget that the presence of so many collieries, breweries, distilleries, mills, and factories, has caused a large increase in railways, and accordingly a steady and constant demand for surface men, "navvies," porters, &c.

When all these facts are put together, it will be seen that the farmer of Carse land in Clackmannan is placed at a disadvantage in the matter of getting and keeping the required staff of labourers for his farm.

Woods, &c.

28. As the best and simplest way of ascertaining and placing before you the proportionate extent of timber in this and other localities, I have obtained, through the kindness of several large estate factors, particulars of estates, with exact acreage of arable land and timber thereupon. As representative of Clackmannan I selected a large estate which embraces both Carse and Dryfield soil. Appendices A1, A2, A3 are statements in writing of a descriptive character, and will be seen to refer to two of the counties to which this report applies. In them I have noted down as of value, the number of cottages built and repaired during the past 20 years.

It will be seen that on the Carse farms of the Clackmannan specimen estate (A1) there is absolutely no timber. The soil has always been considered too valuable for farming purposes, to plant, and the absence of any gentlemen's residences, where ornamental plantations might be expected, further contributes to the timberless condition of this description of country.

The Carse is low-lying and flat. Such manufacturers or landed gentry as have built for themselves houses in the direction of the Carse, have chosen sites on the rising ground between Carse and "Dryfield," and there we find strips of plantation new and old.

Consolidation of estates.

29. Estates in Clackmannan are not cut up and scattered. It is a small county and in the hands of a few proprietors. I met with only one case of a person owning and farming Carse land, and it appeared to be more of a pleasure farm than a commercial undertaking.

Farms temporarily in owners' hands.

30. At times a landlord takes a farm in hand for recuperative or renovating purposes. A failing tenant runs the place out, and at the end of his lease leaves it in bad order and the buildings in disrepair. I met with one case in point on the Carse, but was informed by the proprietor that he intended to advertise for a new tenant immediately. It is easy to find tenants for rich Carse farms, but the reverse when dealing with bad soil on the coal formation.

Work, intermittent or otherwise?

31. The work on a Carse farm remains steady, regular, and constant. Year after year the same routine is gone through, and the same number of men and horses employed. With regard to the class of labourer required, it will be at once seen from the rotation of crops (paragraph 17) that except at harvest time and on threshing days, there is but little need for odd hands or casual labourers. In spring there is the sowing of white crops; in summer, haymaking, working up of fallows for roots or for autumn sowing of wheat, and a little potato and turnip planting and hoeing; in autumn, harvest, carting out and spreading of manure, storing of roots, and ploughing of stubbles; in winter, ploughing of stubbles and grass land, carting out manure, marketing of corn, hay and straw; and these go on always the same. Carse farmers, and indeed Scotch farmers as a class, offer steady employment from the beginning of the year to the end of it, and intermittent labour, such as one meets in many parts of England and particularly Ireland, is really unknown here.

Size of farms in the Carse.

32. Carse farms vary from 100 to 445 acres in extent. About 220 would be a fair average. I met instances where two adjoining Carse farms were held by one farmer, and in furnishing particulars to me they treated the two as one.

So far as I could gather, proprietors have no thoughts of subdividing farms, the cost of erecting separate houses and steadings overwhelming the extra rent which might possibly accrue to smaller holdings.

Relative demand for labour on small and large farms.

33. I have not been able to establish any decided opinion upon the relative demand for labour on small and large farms. The evidence collected has proved very contradictory. I think it resolves itself into a question of ability to farm well or ill on the part of the tenant himself. Wherever he is in good circumstances he will not spare money or grudge labour; wherever he is "hard up" he scrapes through at the least possible outlay and with as few workmen as may be.

The cost of working a farm of 400 acres is certainly less per acre than one of 150, yet I found a much larger labour bill per acre on a 445 Carse farm than on another of 120. The large farm was beautifully clean and admirably managed, the small one very dirty and backward in work.

Distribution of labourers on Carse farms.

34. Everywhere throughout this locality the bothy system exists, and bothies are invariably in or close to the farm buildings; 90 per cent., if not more, of the unmarried agricultural labourers occupy bothies.

Married men engaged by the year, and constantly employed, reside in cottages attached to each farm, and seldom more than 440 yards distant from the steadings.

Hamlets or villages, where regular farm hands live in rented cottages, do not exist in the Carse or, indeed, in any part of my first district.

But when treating of "orra men" or casual agricultural labourers, men who work here for one week and there for another week, they do live in villages or neighbouring towns.

There is no such thing as a village occupied chiefly by farm labourers in Clackmannan.

Instance of a farm without any cottages.

35. I desire to record one strange case of a Carse farm altogether devoid of cottages. The tenant asked the landlord to build two for his men, but has been refused on more occasions than one. The result has been that the tenant has to pay rent for a poor house in a village for his foreman, and feed him in the farm kitchen against his (tenant's) liking.

Cottage provision on large and small estates.

36. It has long been the custom for landlords to erect on each farm, that number of cottages which is considered necessary to accommodate the full complement of regular hands required by the tenant in the conduct of his business. But opinions may, and do, differ upon the question of how many a farm requires, and I am clearly of opinion that, take the Carse as a whole, more labourers' cottages are required. I am also of opinion that the larger the estate and the more wealthy the owner in this country, the more numerous and suitable are the farm cottages.

Extra heavy work on Carse soil.

37. Before leaving the Carse district it is right to say that the work of the agricultural labourer, whether ploughman or ordinary man, is here hard and heavy. Walking after the plough, the clay adheres to one's boots in a friendly, but unpleasant manner. In summer time, when following the harrow or cultivator, the labourer is constantly encountering big clods which are either greasy and slippery or hard and unyielding

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under foot. In winter time any operation on the field is intimately and inseparably connected with heavy travelling and wet stockings Several farm labourers whom I talked with on the lighter soil of the "Dryfield," remarked on the comfort of working on "loam" in contrast to clay.

THE DRYFIELD PORTION OF CLACKMANNAN, THE SOUTHERN PART OF KINROSS, AND THE SOUTH-WEST CORNER OF FIFE.

Points of similarity.

38. Although each of the above localities has its distinguishing peculiarity with regard to the life and work of the agricultural labourer, and his relations to his employer, there is, nevertheless, sufficient similarity in physical features, agricultural procedure, and estate arrangement, to enable me to treat them as one in this report.

Mines and manufacturers.

39. With the exception of the portion of Kinross north of the town of Kinross, this is a mineral or coal mining district. Proximity to coalpits and convenience of transit by sea and railways have given birth to a considerable number of manufacturing towns, and those of Clackmannan and Fife are steadily increasing in population.

Decrease of population in Kinross.

40. Probably on account of its being entirely an inland county, Kinross does not share in the progress of its neighbours, for whereas by reference to the quarterly returns of population we find Clackmannan County with an increase of 2,691 from 1881 to 1891, Kinross indicates a decrease in the same period of 605 (*see* Appendix A4).

Boundaries of the mining district.

41. Beginning at Alloa and Clackmannan, the northern boundary of this mining and agricultural district runs due north to the foot of the Ochill Hills, from thence east by Tilliecoultry to Dollar and Fossaway. Dipping slightly as it enters Kinross, it skirts the south side of Benarty Hill, bends south-eastwards to Cardenden, and then runs east, meeting the sea close to Leven Town. The extreme length of this carbonaceous formation is about 37 miles, and its breadth varies from 1 to 9½ miles.

Fair land near Aberdour and the sea.

42. Near the town of Aberdour, and generally along the sea coast, there is some fair though variable arable soil. On the Wemyss and Dysart estate I saw a few useful farms, especially suited to grow potatoes and turnips, but, with these trifling exceptions, the rest of this district is miserably poor from an agricultural point of view.

Highly farmed suburban land.

Near Alloa town there is some highly farmed soil, but I attribute the luxuriance of the crops there grown to the continued use of town made manure rather than to natural soil fertility. No sooner beyond the suburban territory, than we get into a blue clay of the most unkind description. This character holds true of nearly all the land between the north boundary line above traced and the Firth of Forth. The country is traversed by low lines of hills or ridges, while small rivers or "burns" wend their way down the valleys towards the sea.

Excellency of coal and thickness of seam.

43. The coal seam is of great thickness, and of recent months the Cowdenbeath Coal Company, after exhausting the top seam, have sunk their shafts to a second stratum of even greater thickness and value than that which has already been disposed of. This I believe to be an unusual occurrence. Wherever the traveller goes in this district his eye meets the overground erections of coalpits. Numerous villages stud the country, the inhabitants being workers employed in or about the pits.

Mining villages.

A poor agricultural district.

44. Agriculture on such a poor subject is a thankless job, for besides the sterility of the soil, the climate is late, wet, and in winter severe.

Water-logged land.

Much of the land is waterlogged. The rush apparently resting upon the "till" subsoil, springs up in four or five years, and drains carefully executed before the commencement of agricultural depression 12 or 14 years ago, are in many instances blocked up and effete.

Altered system of farming.

45. Previous to 1880 the greater portion of this poor soil worked on a five or six course rotation: 1. Oats; 2. Green crops; 3. Oats; 4, 5, 6. Pasture. Now, the acreage under the plough is cut down to the lowest possible area. Farmers have all told me that at present prices, it is impossible to cultivate this class of soil at a profit, and there can be no question that they are right.

THE AGRICULTURAL LABOURER.

The buildings once required for corn, cattle, and horses, are still standing and in a fair state of preservation, but pastoral farming and grass fields, so long as the good grasses hold at all, have quite replaced labour employing crops.

Buildings not fully utilised.

Cottages once occupied by agricultural labourers are now in many cases the homes of miners, and although it would be incorrect to state that agriculture, in its literal sense, has died out, still it has become a secondary interest and industry.

Cottages have changed hands.

Suburban farms in West Fife.

46. Nearing the large manufacturing towns of Dunfermline and Kirkcaldy, we have a repetition of what has been related of the farms about Alloa on the north side. A large and increasing population requires meat, milk, potatoes, and vegetables. A large market presents itself for hay and straw, and town manure from stables, &c., is readily available for the purposes of the adjacent farmers. In these surburban localities labour employing agriculture is general, and the land farmed on the East Lothian system. As a fair line of demarcation between the two kinds of land management above described, I would draw a cordon round each town, the distance from town to outside edge being three miles.

Chief agricultural characteristics of the mining district as affecting the employment of labourers.

47. The prominent feature of the soil on the coal formation is its inherent poverty. At no time was a high rent charged or sought for land here, and so long as corn maintained a fair price farmers continued to work on a system which gave large employment. Your attention is here called to the evidence of several well known farmers as it appears in Appendix D1, under heading "demand for labour." From their statements it will be readily understood that gradually and steadily the system of farming has quite changed, and now labourers, being no longer required, have drifted away to other sources of employment.

Increase of population.

48. It is, however, to be observed that this has not brought about a universal decrease in population. On the contrary, the figures given in Appendix A4, A5 show that in the very busy coal localities of West Fife a large increase of population has ensued. Mining villages have on all sides sprung up. But from 30 to 40 per cent. of the persons once employed in agricultural labour, now work in or about mines, on railways, or as carters to coalpit owners or companies.

Migration.

49. There has been a certain amount of migration; some agricultural labourers not fancying pit work, and being too old to break into it, have moved a few miles into towns, where an opening was found as lorry men or van drivers. The young men, tempted by the high earnings made underground, either forsook the farmer, while yet he might have continued in his employ, or, seeing the probability of a reduction of staff at no far distant date, chose to anticipate and left there and then.

Agricultural changes between 1880 and 1892.

50. The course which agriculture has followed in this district from 1880 to 1892, is full of interest, instruction, and, at present, importance, and I have given great attention to the collection of evidence upon this branch of my inquiry.

Mr. Burns Begg's evidence.

51. Mr. Burns Begg's evidence bears forcibly and directly upon the point at issue. It is given in detail at Appendix D2. Mr. Begg is factor over several Kinross estates, and he has supplied me with facts in connexion with eight farms which 20 years ago employed 31 pairs of horses, and on which, taking 100*l.* per pair as a fair cost of manual labour, a labour bill of at least 3,100*l.* must have been paid. These farms have been all "sown out," and for years let only as purely grazing farms or as grass parks from year to year. They are all near Kinross and Milnathort. If these had been thriving towns with increasing populations, the probability is that tillage with or without dairying might have still been prosecuted to profit, but Kinross and Milnathort are decaying places, being entirely inland.

Profitable pastures on land of fair quality.

Mr. Burns Begg directed my attention to these farms, and I made a personal inspection of three of them, with the result that I found the pastures well stocked with the good varieties of grasses and the land apparently in good heart. But this was the result of very liberal treatment on a quality of soil above the average either of Kinross-shire, West Fife, or the "Dryfield" of Clackmannan.

Unprofitable pastures on many farms.

52. In ordinary farming as practised by tenants, the means employed by landlords towards the attainment

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of a good old sod, cannot be looked for, and all over this and neighbouring districts, I saw pastures from three to five years old, wherein the better varieties of herbage had died out or dwindled away, and the inferior sorts, such as crested dogstail, wild bent, Yorkshire fog, Bromus mollis, and crowfoot had taken complete possession of the land.

Public opinion in favour of three years' layer.

53. So far as I have been able to see and hear, farmers of land of moderate quality throughout this mining district, after having tested the capabilities of the soil in duration of profitable pasture, are almost unanimous that as a rule three years in grass and then plough up and put through the usual rotation, suits the soil and climate best, and will soon be the prevalent system.

Scarcity of labour requirements in certain localities.

This, the six course border rotation, employs one ploughman and one labourer for every 100 acres in rotation; and there are certain localities in proximity to mines where the agricultural labourers required and available for this type of mixed husbandry do not at present exist.

Drainage needed.

54. There is much land between Alloa, Dollar, and Dunfermline needing draining, and this, if undertaken by owners and tenants, would create a large demand for that branch of agricultural labour, but the expense of draining an impervious "blue till" subsoil at intervals of 15 to 18 feet, forbids any such outlay in the present condition of agricultural prices.

Mr. Young's evidence on draining and drainers.

About 25 years ago, Mr. Harry Young, of Cleish Castle, Convener of Kinross, drained the greater portion of the arable land on his estate. He tells me that on one occasion he had over 40 expert drainers working in a field on piece-work. Now, such a thing as an expert drainer can hardly be found, and he only knows of one man in Kinross willing to "cut" by the piece. Mr. Young says that it would not pay to drain on a large scale now, but that if a person did think of doing so, he simply could not do it in his district for want of men. "All gone or going to towns, railways, and such like more genteel jobs."

Loch Leven fishing industry.

55. In Kinross-shire there is a comparatively new branch of employment, which more or less affects the agricultural labourer. Loch Leven, always noted for its trout fishing, has been let to an association which is doing all it can to increase by artificial hatcheries the quantity of trout and draw more anglers to its boats. About 40 boats went out last season, and these were to a certain extent rowed and managed by men formerly in the ranks of the agricultural labourer. It is an easy and exciting job, and the men get good pay and plenty to eat and drink. This undoubtedly affects the farmer as well as the labourer, for I had much evidence to show that after the fishing season is over these retired farm servants frequently suffer great privations, and in many cases take temporary employment on farms until the approach of another loch season.

Potato culture not likely to extend on coal soils.

56. In making my survey of this mining district and examining witnesses, I came to the conclusion that potato culture, one of the best branches of arable farming for the employment of labour, would never gain ground. Potatoes crop fairly well on coal soils, but they require extra liberal treatment, and when grown do not cook or sell well. Except on an open subsoil potatoes cannot be profitably grown, and an open subsoil is a thing of rare occurrence in the district to which I refer.

Planting and afforesteration.

57. Re-afforesteration or planting on a large scale might be done with advantage. Fir grows to a good size even on the worst of this tract, but times are bad and money for planting is difficult to procure.

Mr. Begg on the increase of sheep.

58. Mr. Burns Begg mentioned one feature of Kinross agriculture which he thought I should look into as affecting the employment of labour between October and April. The point is a good one.

Thirty years ago the turnip crop of Kinross was nearly all used as food for cattle under cover. This necessitated not only the the slicing of the roots at the buildings, but the removal of tops and tails in the field previous to carting. The topping and tailing, or "shawing," as it is here called, formed a large industry, and gave employment to numerous gangs of men and women, who either worked by the 100 yards or acre, or by the day as regular farm hands.

Few sheep were then fattened on turnips.

59. The Agricultural Returns for 1882 and 1892 supply the materials for the following table:—

Extract from Agricultural Returns showing increase of sheep.

Sheep.

	Numbers.		Increase in 1892 compared with 1882.	
	1882.	1892.	Nos.	Per Cent.
Clackmannan - -	9,084	13,233	4,149	45·6
Kinross - - -	26,694	37,210	10,516	39·3
Total for two counties -	35,778	50,443	14,665	41·0

Note.—The Carse land of Clackmannan is quite unsuited for sheep, and the increase above denoted must refer entirely to the "Dryfield."

Management of sheep on turnips.

60. It is usual when feeding lambs on roots to allow them to "break" their own turnips till the end of December, when it is deemed economical to prepare the food by "grinding" with a machine. Older sheep, such as ewes, having their second teeth, require no grinding of turnips, and in like manner to lambs up to New Year, they scoop the roots all the season through either on the turnip field or on grass land upon which they are scattered. This latter system is only adopted in wet weather. It will therefore be seen that the substitution of sheep for cattle and the decreased amount of turnip "shawing" seriously affect the employment of labour. I feel safe in saying that since the "turniping" of sheep became general, not more than half labour is given in turnip shawing in winter and autumn.

Less labour from sheep farming.

Stated in figures.

Contract price for turnip shawing averages about 7*s.* 6*d.* per acre in these quarters, and on a farm growing 60 acres of roots there will therefore be a decrease of labour amounting to 30 acres at 7*s.* 6*d.*=11*l.* 5*s.* per annum. In addition, there must be remembered the reduced quantity of labour in slicing for a smaller number of bullocks or a lot of bullocks receiving a smaller allowance of turnips than was formerly given them. No intelligent farmer of the present day gives the enormous meals of roots once in vogue; it has been found better policy to restrict roots and supplement them with artificial food such as cake, meal, and corn.

Labour-saving machinery.

61. Another way in which the employment of agricultural labour is affected and curtailed in the district to which this part of my report refers, is by the introduction of labour-saving machinery. Mr. Ferguson, of Burley Farm, near Milnathort, stated in his evidence that he "knows of at least 12 other farmers besides "himself near Milnathort who work self-binders, and "could not get on without them." Again, the potato digger has replaced the old system of "ploughing out" the crop, and ensures a great economy of labour.

Many of the portable threshing machines truss and tie their own straw. On all sides the farmer is endeavouring to cut down the labour bill. Sometimes this is accomplished by less arable and more pasture, sometimes by the purchase of labour-saving machines.

Proportionate extent of arable, pasture, and wood.

62. From the foregoing sentences it will be seen that except on farms near towns the extent of lands under crops has greatly decreased of late years. From the evidence obtained I should estimate the decrease during the last 20 years at fully 30 per cent.

Increase in extent under hay.

More hay is cut than formerly, this description of winter food being grown at less initial cost than roots. But the saving of hay is now effected by means of mowing machines, tedders, and horse rakes of various forms, and the presence of such renders manual labour necessary to a very limited extent.

The Scotch system of allowing hay to cure itself in field cocks is universal among the farmers of this locality. Hay sheds are found on most farms and these again render the farmer to a considerable degree independent of extra labour.

Timber.

63. Between Alloa and Dunfermline there is a stretch of heavily wooded country. The woods are of old planting and occupy land of a very inferior description.

On the south side of the Alloa and Dunfermline Railway there is a well-wooded tract with some large residential estates. But it is important to observe that on every estate of any size a trained forester with one

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or two assistants is employed, and these perform the work required in felling and sawing timber, without aid from what are known as agricultural labourers. A very good idea of the extent of timber land in the mining and agricultural districts now before us, may be had by reference to the table given at Appendix A1. At the same time I would draw a distinction between large and small estates in the matter of woods.

Absence of timber on small estates.

There are throughout this district a large number of small properties, and there timber is conspicuous by its absence.

In Kinross little properties abound and many of them are farmed by the owners. Except a few narrow strips of plantation near the house and buildings, woods are not usual. The land, good, bad, and indifferent, is devoted to agriculture and pasture.

Character of labour.

64. Here, as elsewhere, the agricultural labourer is a regular and constant accompaniment to a farm. The demand is steady, and, except at very busy seasons such as harvest and potato lifting, no extra labour is needed.

Sizes of farms.

65. The average size of farm may be stated as 200 acres, on land of any merit. As applied to the poor districts, about 300 would be near the truth.

Relative demand for labour on large and small farms.

66. The relative amount of labour and cost of working decrease as the extent of farm increases, but in a large number of cases I found that farmers of small areas find labour within their own family. In this way a farmer of 200 acres may act as his own foreman with two sons acting as regular farm hands.

Where a dairy is kept, near the towns of Alloa and Dunfermline for instance, the wives and daughters play a prominent part in the collection and despatch of milk. I learn from all sides that this way of managing is more prevalent now than formerly.

In connexion with each farmer whose evidence is given in the Appendix, I have obtained full particulars of the number of labourers employed. But I find a considerable difficulty in determining a fairly representative proportion of labour to acreage. This I attribute to the different descriptions of soil dealt with, and the different rotations pursued.

67. Again, it is easily seen that many farmers, both large and small, are denying their land the labour required to well and thoroughly cultivate and clean the crops. In some few instances this "labour starving" arises from the scarcity of labourers, but as a general rule it is due to want of means and loss of capital. From a wide and careful investigation into this part of the inquiry, I am of opinion that there is less labour-starved land on large occupations than on small holdings. Men have taken places of 200 acres and under at large rents and short of working capital, and they appear to have suffered proportionately more from the depression of prices than old established farmers whose policy it has been to make stock their sheet anchor.

Inferior type of labourers on small farms.

68. I was struck when visiting several small farms, with the inferior type of labourers employed there. The reason annexed I discovered for myself. Their wages were far below those paid by large occupiers for men of a better class. One of the great complaints made at my meetings with *bonâ fide* agricultural labourers was the labour-starved condition of many farms, and the substitution of lads for men. Fully recognising the fact that the labourer neither understands nor attaches sufficient importance to the monetary difficulties of the employer in such times as the present, I must admit that I saw many cases where more labour was required and would have been profitably expended.

Untidiness about stackyards, unthatched stacks, foul headlands, untrimmed fences, broken gates, and tumble-down walls, here termed "dykes," these and various other improprieties of husbandry are too frequently seen in the district under consideration.

Farmers readily admit that they are not by any means so particular in small matters as they were in the good old times, but they say that people are now so scarce, and the difficulty of getting labourers other than horsemen so great, a farm cannot be carried on with that degree of tidiness or neatness once so common. I am disposed to the opinion that want of money and an unwillingness to spend on that which, although pleasant to the eye, cannot be said to be absolutely necessary in farming, has more to do with it than scarcity of men, and should the price of agricultural produce again rise, I am tolerably sure an increased demand for "orra folk" would soon follow.

Competing industries.

69. Competing industries are numerous, and they possess such attractions for the younger members of the agricultural labourers' family, that it is an every day occurrence to meet a ploughman with sons at work in a coalpit, and daughters in factories.

Farm work has become distasteful because of the long hours of outdoor work and the rough and dirty nature of the labour.

Farm servants yearn for the short hours, the easier jobs, the more comfortable conditions of town employment, or the larger earnings of the mine. They say there is "too much drudgery on a farm, and too few holidays."

At the present rate of agricultural wages there are many men now employed in towns or on railways, for smaller wages than they could readily get as farm labourers. Mr. Younger, of the Alloa Brewery, has many men in his employ who were once farm servants, and he kindly took from his books the wages paid to such. They run from 20*s.* to 22*s.* per week for the best, and 18*s.* to 20*s.* for the less intelligent men, but out of these wages a house rent amounting to 7*l.* or 8*l.* per annum has to be paid. Mr. Younger thinks it is the easier work about the brewery that draws them, and the general attraction and society of a town.

Wages in breweries.

Mr. Roxburgh, manager to the Alloa Coal Company, says, with reference to the earnings of these men in his employment who have come from farms:—

Wages in coalpits.

"We have many classes of work both above and below ground for which no special training is required; Men once agricultural labourers get about 4*s.* 6*d.* a day, perhaps a shade more with us. We have one set holiday every fortnight, and the men have this great advantage in working to us—their families get employment close at hand. Our pits are either near town or close by a railway station, so that both boys and girls can get to their work with ease. We do not pay for holidays, our fixed rule being 'no work no pay,' but then our daily wages are higher than a farmer's. We have very few men engaged by the year. I should say the majority of our horsemen, waggoners, and pit mouth hands have come to us from rural districts."

Ship-building yards.

The shipbuilding yards also compete with agriculture in the employment of men. Strong labourers are required for carrying or wheeling building material about, and, as good wages are paid and regular holidays given, young men from the country are glad to take this class of work.

Railways.

Jobs on a railway are in great request, and many a good young man leaves the farm to become a porter or surfaceman. I met one very smart man now a foreman on a branch line under construction. He had worked on a farm, and lived in a bothy till the age of 20, but wanted to better himself and get on more congenial work. He expressed surprise at the great increase of wages paid to farm servants, adding that they must have risen nearly one half since he left country work.

How competing industries have affected the agricultural labour market.

70. The ways in which these competing industries have affected agricultural labour are two in number:

1. They have drawn away the best of the young men and nearly all the young women.
2. As a natural consequence wages have gone up on farms. Although, in purely agricultural counties, there was a distinct fall in wages noted at recent hiring markets, the reverse was the case at Kinross, Alloa, and Dunfermline. Every year the presence of these industries is telling upon the supply of farm servants, and if things go on as at present, the arable farmer will soon be unable to supply his wants in this direction.

Peripatetic labourers.

71. In localities where industries other than agriculture have lured the labouring classes into towns and villages, occasions frequently arise when, owing to dull trade, masters either close their works or greatly reduce their output and working strength. Many instances of this have been related to me with reference to the breweries, distilleries, coalpits, and factories of the district under consideration.

Labourers, peripatetic in character, have greatly increased in number since 1890, and in some of the townships the corporation have been compelled to take steps to alleviate the distress consequent upon the large amount of idle hands. In Kinross, subscriptions have from time to time been raised to meet the distress.

In the neighbourhood of Alloa, I heard of men, once farm labourers, thrown out of employment by the stoppage *pro tem.* of a large distillery, seeking work from a farmer, who offered to give them the spreading of farmyard manure at the usual price per acre. The men after working two days threw the job up, saying

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that the work was unpleasant and the wage too small for their taste.

Contrasting agriculture, with its yearly engagements, with other industries, where people work from day to day or week to week, I find an agreeable absence of peripatetic labour and nothing like distress or privation.

THE PURELY AGRICULTURE PORTION OF FIFE.

Its physical features.

72. Fife county, apart from the south-west corner, may be described as a mixture of rich low lying and flat land with gentle slopes and ridges of hills. Along the basin of the Tay and its estuary a low range of hills stretches away westwards, eventually uniting and blending with the Lomond and Glenfarg Mountains. In like manner along the Firth of Forth another chain of hills stretches from near Kingsbarns towards Clackmannan, where they assume the greater acclivity and title of the Ochill Hills. These highlands are not entirely pastoral. On the contrary the slope is so moderate that the land has mostly been worked on a rotation of cropping.

Soil of the north ridge.

The soil of the northern ridge is of fair quality, and well adapted for the growth of turnips, potatoes, barley, oats, and wheat. It is a first class sheep country, and I was much struck with the flocks of excellent lambs which were folded on turnips all over this district.

Soil of south ridge.

73. The soil of the southern table land is inferior, and much of the land has of recent years been laid down to grass. The sub-soil is stiff and cold, the top soil thin and poor.

Rich belt along the Firth of Forth.

Between the southern table land and the Firth of Forth, we find a narrow strip of deep rich soil, undoubtedly mountain wash in bygone ages. As we near the Firth the soil assumes a decidedly sandy character, and for perhaps half a mile inland from the sea beach it would be best described as, "light sandy loam," with occasional patches of pure rabbit sand.

The Howe of Fife.

Between these two ranges of highland lies "the Howe of Fife," a broad valley undulating at times, but fertile and naturally productive.

The soil may be termed a loam. Between Cupar and Dairsie it is distinctly a clay loam, a little troublesome to work down for turnips, but capable of producing heavy crops of high quality. Elsewhere it is a medium loam of high quality. Fife farmers are well known to be good agriculturists, and, even in these bad times, their reputation remains untarnished.

System of farming.

74. The East Lothian six course rotation is practised, and very little change has taken place in spite of the otherwise altered conditions of agriculture. The order of crops is—1. Oats; 2. Potatoes or turnips; 3. Wheat; 4. Turnips or swedes; 5. Barley; 6. Hay or one year's pasture.

On the clay loams, beans take the place of a portion of the turnip crop; and on farms where the soil is of a lighter class, some of the pastures are permitted to lie for two or three years before breaking up. Potatoes are extensively grown, and much employment is given in the preparation of the crop for market.

Except on the lighter soils, where breeding flocks of ewes are kept, sheep and cattle are bought in to be fattened, or stored on the roots, straw, and hay grown on the farm.

Relation of horses to acres.

75. On the strict East Lothian rotation one pair of horses is required for every 60 acres, and as 100*l.* for each pair of horses is a fair computation of farm wages, the labour bill of a Fife farm may be quoted at 1*l.* 13*s.* 4*d.* per acre.

Mr. Watt, of Kilmany, farms on two different rotations, his second-class land remaining in grass for two or three years, and he allows 65 acres to one pair of horses. On the farms in the hands of Mr. Gilmour, of Montrave, the greater portion of the fields are sown down, and here we find a probable average of 200 acres to one pair of horses, equal to a labour bill of 10*s.* per acre.

Position of steadings.

76. As a rule the farm buildings are central in position, and well supplied with all the conveniences required for the economical prosecution of a large agricultural business.

Farm fences and size of fields.

77. The size of fields varies according to the extent of the farms. On a 300 acre farm 15 acre fields are found convenient; on a 400 acre farm 20 acres; and on a 500 acre farm 25 acres are approved of. But I visited many farms of 400 and 500 acres, with fields from 30 to 60 acres, and cropped in two or even three distinct portions.

Field fences are of various kinds. Where stones abound, walls substantially constructed are met. Frequent examples of stone and lime walls occur. Although stone and lime fences often separate internal fields, it is chiefly as boundary or roadside fences that they are present.

Drystone walls are numerous, and in many parishes where blackfaced sheep are kept, these are further rendered stockproof by the addition of a single strand of wire stretched about one foot and a half over the coping of the wall, to deter sheep from jumping.

Thorn hedges are abundant, and these are evidently carefully and periodically trimmed. But the fancy of both landlord and tenant seems to have turned towards wire fences, and so numerous are they that people are beginning to question the advisability of continuing foxhounds in Fife.

Covered cattle yards.

78. The cattle accommodation in the farm buildings of Fife has been within recent years greatly altered and improved, with the double view of animal comfort and economy in manual labour. The yards are mostly covered, and so situated as to be within easy reach of fodder, food, and litter. Several of the cattlemen from whom I took evidence looked after from 60 to 70 beasts without any assistance. This is partly explained by the fact that at the time of my visit to Fife cattle were receiving yellow turnips as food, and these were not sliced, but thrown into the mangers or feeding troughs whole. But I also noted the great facilities afforded by the judicious arrangement of turnip stores, straw barns, and cattle yards, for reducing to a minimum the expenses of stock feeding at farm steadings.

Steam and water power.

79. It is rarely that one hears of a Fife farm above 200 acres without either its water-wheel or fixed steam engine. Such work as threshing and bruising corn is generally performed on wet days, when nothing else could be done. These fixed engines and threshing mills are part and parcel of Scottish agriculture, and may be considered as truly typical of Scottish agricultural economy. Plenty of farmers are in the habit of taking half a day's threshing when the weather is of a doubtful character, and the opportunities presented by the presence and possession of a good supply of water, or a fixed engine and mill, must not be lost sight of by those who fail to understand how the Scotch farmer is able to keep his affairs in tune and time with a staff of labourers, whose number never varies from year's beginning to year's end, and whose ranks are seldom swelled by additions from outside sources.

High farming.

80. I was much impressed, when going from farm to farm in this part of Fife, with the clean state of the stubbles and root crops. The fact is that bad or slovenly tillage is quite a rarity here. The soil is naturally good, the treatment liberal, and the occurrence of two fallow crops within six years so highly conducive to the destruction of weeds, that it is not altogether difficult to understand that the labour of cleaning land, whether before or after the sowing of corn and turnips or the planting of potatoes, is a mere trifle to what it is in many other districts. But for this, it would be impossible for such farmers as I visited, and whose evidence I have appended, to get through their business in summer time without adding largely to their list of field workers.

Labour-saving machinery.

Machines of various sorts are made use of, with a view to keeping down the labour bill and expediting the work of the farm. Self-binders are general, potato diggers equally common, potato planters and turnip thinners frequently seen.

Proportionate extent of arable, pasture, and woods.

81. By the kindness of John Gilmour, Esq., of Montrave, and Mr. Flockart, of Colinsburgh, I am enabled to supply particulars respecting the extent of woods on two Fifeshire estates, Montrave and Leuchars. The Montrave estate is situated on the southern ridge of hills referred to in former paragraphs (72, 73), and the land being of inferior quality, timber and plantations are of more frequent occurrence than on rich agricultural estates such as Leuchars.

On Montrave 7 per cent. of the land is occupied by woods and plantations; whereas on Leuchars the proportion falls to 4·15 per cent. These estates were selected as representative of the general run of the country. (*See* Appendix A2 and A3.)

Setting aside the steep parts of the hill country, and the isolated instances of permanent pastures on residential estates, the land of this division of Fife may be said to be all under rotation. The better the soil the more it is cultivated.

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Acreage under potatoes.

82. On farms where the six-course rotation is strictly adhered to, one-sixth of the acreage is under potatoes, but from an examination of the particulars collected as I passed from farmer to farmer, and given in tabulated form at Appendix A6, it will be seen that potatoes occupy a smaller area than turnips and swedes. A farmer generally plants potatoes on half the fallow break the second year of rotation, consigning the other half to root crops.

The work of dressing potatoes for market goes on during open and dry weather from the time of lifting the crop till well on into the following spring. On almost every large farm there is a house or room set apart for the dressing of potatoes, and here we find the steward and women workers employed when rain or snow prohibits their standing at the pit side.

Strawberry beds.

83. Near the town of Cupar there are a few small field plots of strawberries, but there is nothing in this line away from the vicinity of towns.

Distribution of the work.

84. The work on a Fifeshire farm is regularly distributed over the whole year. Unless in winter, when the fields are frost-bound, and the potato pits better kept closed, the labourers are constantly employed. Even at such times the cattle yards are cleaned out and the manure spread on the surface of unploughed stubble, or piled in heaps at convenient places for future use. Between November and the end of January the storing of turnips goes steadily on, weather permitting. Farm servants, being mostly engaged by the year, must be kept constantly employed, and among the many grades of work required on arable farms, the master or his steward has plenty to pick and choose from.

Distribution and size of estates.

85. There are no very large estates in Fifeshire, but a considerable number reach between 5,000*l.* and 6,000*l.* a year rental. Small properties are not so frequent as in Kinross-shire, and when these do occur they are generally farmed by tenants who hold on lease.

The estates are, as a rule, consolidated, and lie well together.

Size of farms.

86. Mr. Flockart, of Colinsburgh, who collects over 30,000*l.* per annum in rent, gives as an average size of farms in the purely agricultural portion of Fife, 300 acres. The largest on his books measures 764 acres, and he believes it to be either the largest or second largest arable farm in the county. A farm of 300 acres, all arable, will employ five pairs of horses, and pay about 500*l.* in wages each year.

Relative demand for labour.

87. On small farms the farmer and his family frequently work themselves, and less paid labour may accordingly be required, but if a charge be put against such workers, the cost of labour will be found to be proportionately greater on places of 200 acres and under, than where 500 are dealt with.

Competing industries.

88. The factories, mills, coalpits, and railways of Fife, while useful in absorbing the surplus population from this purely agricultural district, do not to any very serious extent influence or affect the supply of married agricultural labourers. Within recent years women have shown a decided dislike to outdoor labour, and the better educated girls avail themselves of the employment to be had in towns. But there are many parts of north, east, and mid-Fife, too far from manufacturing centres to enable girls to change their vocation, and we therefore find female labour on all isolated farms.

The further we go west the nearer we get to competing industries, and everything goes to prove that once within easy access to factory towns, the attractions and higher wages of other branches of employment seriously affect the supply and character of agricultural labour. The large and important manufacturing city of Dundee, with the minor towns of Tayport, St. Andrews, and Leven, are ever open to young men or women, and many there be who go there from the agricultural districts. With such opportunities within reach, it is not surprising that farmers find a scarcity of single men and orra labourers. With the exception of Mr. Mitchell, of Fliskmillan, the evidence is chiefly to the effect that when a farmer has a good name and plenty good cottages he does not find it difficult to get capable married labourers (Mr. Mitchell's land is rather within the area seriously affected by Dundee and Perth trade).

It is, however, certain that the proximity of competing industries has everything to do with the high rate of wages on Fifeshire farms. Nor is this all. Farm servants look with jealous eye towards the mill holidays and long evenings at home in winter time, and they are steadily improving their position as agricultural labourers in these directions.

On most Fifeshire farms from six to eight holidays are given in the year, and no deduction of wage made, and still great complaints are made by the working classes that they do not get enough holidays.

I do not, however, believe that the agricultural labourer of this part of Fife has arrived at anything like demoralisation. He may, and no doubt does, try to better his position, and he perhaps uses the presence of other industries as a means to this end, but as a general rule, he is a first class and trustworthy servant, attached to his horses or cattle, and interested in everything that pertains to the welfare of his employer.

As descriptive of the different position of the farm labourer in the two portions of Fife, Mr. Cunningham, of Delachie, Aberdour, said to me:—

"In this Dunfermline district you hear the ploughman discussing in the stables at supper time, not the state of the crops or anything about the farm, but something in connexion with such and such a coalpit. Their minds are all set on mines and mills. Whereas up about Cupar and away from this end of Fife, the men think only of their farm work and their beasts, and how the crops are getting on."

Rival industries, and how they affect agricultural employment.

89. Farmers differed so much in their opinion upon the labour supply and the class of labourers to be had, that I took special care to get at the bottom of the matter. I think it stands thus:—

There are good masters and bad masters, good farm cottages and bad farm cottages. On the other hand, there are men who prefer farm labour to any other class of work, and there are others who have no particular caring what kind of job they get, so long as they make fair wages. The men who occupy the posts of first or second ploughman will not desert the country life to which they have been brought up, if they can help it, and as they are generally known to be valuable servants, they have no difficulty in finding situations where the wages are good and the house accommodation ample and high class. Farmers who have such servants say they have no complaints of scarcity of good ploughmen. Their men stay well, and if a new man has to be got, there are plenty applicants for the vacancy. Both employers and employed agree that if a farmer has a good name, gives good wages, is kind and considerate to his men, and has good cottages, he very easily finds good men to go to him.

But when a master gets the character of being hard on his men, or suspicious in his behaviour, and when his cottages are bad, the labourer thinks twice before engaging with him. If he hears of an opening about a town or comes in contact with a friend who has tasted non-agricultural employment, the chances are that he may desert country life.

Young men are peculiarly liable to forsake rural life, relying upon the assurances of friends who have "gone before."

A great deal depends upon the condition of trade in coalpits and factories. When trade is brisk and employment continuous, the tendency among young men and women is to drift away from the land; and when this is the case the unfortunate farmer whose cottages are below par, and whose name as a master does not stand high, experiences a difficulty in finding servants. On the other hand, when factories are working short time and the earnings in coalpits decrease, the agricultural labour market is fully supplied.

Female labour on farms.

90. On all the better farms of this part of Fife, female labour is employed. The labourers are, as a rule, the wives and daughters of the ploughmen and other resident servants. They work all the year through, but if the weather be wet and coarse, they are not asked to stand out in the open fields.

Sometimes women workers are got from country villages, but farmers prefer to have their female servants resident on the farm.

Women who have to come from a distance cannot be depended upon, whereas when they live within a stone-throw of the potato house or barn, there can be no excuse for not coming to work every day. From what I saw of female workers in Fife, and my own experience in other parts of Scotland where the "bondage" system prevails, I am of opinion that the women in Fife are very poor workers when contrasted with those of Berwickshire and Roxburghshire.

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In the first place, the south country "bondagers" are young strong lasses, able to handle a fork or dung "grape" with any man; the Fife women, on the contrary, are frequently feeble, old, married women or maidens of slight build and physically weak.

In the second place, the "bondagers" of the Borders are trained experts, and at such work as turnip singling, quite adepts. In Fife, on the admission of several gentlemen with whom I discussed the matter, they were slow and erratic with the hoe, easily tired, and incapable of unusual exertion.

By conversing freely with many female workers on many Fife farms, I perceived that they did not like outdoor labour, and only took it in the absence of any other opportunity of earning a livelihood. I do not believe this could be said of the "bondagers" in Roxburghshire.

Peripatetic labourers.

91. Except in the immediate vicinity of towns, there are almost no labourers deserving of the name "peripatetic." Agriculture is the chief, and over most of this district, the only industry, and those who depend upon it are kept in constant employment, no matter what the weather be. The country is thinly populated, and, as Dr. Nasmyth points out in his report (Appendix B 1), the population in rural parishes is steadily decreasing. This is both natural and proper, for land is being laid down to grass, and improved machines and implements are supplanting manual labour. In this matter of peripatetic labour, the agricultural portion of Fife contrasts most favourably with the mining localities.

I. The Supply of Labour.

Sufficiency for present demand.

92. From all parts of the three counties of Fife, Kinross, and Clackmannan the same evidence is obtained. "Good ploughmen are scarce." "Unless the farm cottages are good they won't stay with you." "Inferior men are plenty enough, but it is difficult to find steady married ploughmen." "If a master offers a good wage he will get a good man, but there are too few good and too many bad ones now."

"Orra men" are very scarce, and women hardly to be got in the neighbourhood of towns and mines.

Although this may be perfectly true as compared with the past, and farmers compelled to take second-class labourers were thoroughly experienced men were sought for, I did not meet with any case where a farmer could say that he failed altogether to get men. Farmers give a decided preference to married men, and in Kinross and Clackmannan married men are certainly in short supply.

So far as I could judge there are plenty men to perform the ordinary work of a farm, but at such times as harvest and potato lifting, the scarcity of extra labourers, both male and female, is undeniable.

Experienced drainers have apparently greatly decreased in number, and dry stone masons can hardly be procured in any locality.

In Kinross, Clackmannan, and the mining district of Fife, there appears to be a more decided scarcity than in the purely agricultural part of Fife. This is owing to the opportunities offered by competing industries of obtaining other classes of employment, and the consequent migration of young men and women to towns and manufacturing centres.

Decrease during the past 10 or 15 years.

93. This is well answered by the extracts from census returns (*see* Appendix A4, A5) as referring to those parishes where agriculture is the leading industry. It will be seen that the population of mining and manufacturing districts has greatly increased during the past decade, while that of agricultural parishes has proportionately suffered. We must also bear in mind that the large cities of Glasgow and Dundee have been steadily draining the rural districts of central Scotland.

The number of agricultural labourers may be said to have decreased 30 per cent. in Kinross, Clackmannan, and the mineral part of Fifeshire, but only about 15 per cent. in those localities where farming is the main industry, and where the system of husbandry has not undergone an extensive alteration.

Decreased demand for agricultural labour during the past 10 or 15 years.

94. Partly owing to farmers reducing their acreage under the plough and partly to the use of labour-saving machinery, the last 10 years have seen a great reduction in the requirements of the tillers of the soil. They have as a rule parted with every fourth pair of horses, and cut down their list of labourers to the lowest possible figure. From the evidence received on this point, I am of opinion that except on the best land in Fife and in the vicinity of towns, the decrease in demand is just as great as the decrease in supply.

Farmers complain of the scarcity of "orra" men, but labourers state that orra men cannot get constant employment now as formerly, and are compelled to look for steady work elsewhere.

Meaning of the term "orra men."

95. A person employed in Scotland to do odd jobbs or farm work of all sorts is there called an "orra man." In England he would be a "farm labourer."

Classification of farm labourers as found in this part of Scotland.

96. The farm labour in the district to which this report applies may be divided into three classes:

1. Men in charge of farm horses, these are called either ploughmen or "hinds," the latter word being perhaps more common in southern than in northern counties. On a large farm there will be from four to seven ploughmen, each in charge of a pair of horses. The senior ploughmen are invariably married men, resident on the farm. On many farms the ploughmen are all married men, but where cottages are not present in sufficient number, the junior ploughmen are single men from 18 to 26 years of age, and they either occupy a farm bothy or live with their parents in the farm cottages.
2. "Orra men," who do any work which may be required of them. These men accompany the women workers when employed in the fields or at the steading. They do the heavy work, such as shovelling the potatoes from the pit to the riddling barrow, removing the filled sacks of potatoes or corn, feeding into the threshing machine, bruising oilcake, loading carts with grain, sometimes sowing corn, &c. On a farm of 500 acres all arable, there will be at least two of these "orra men," while on smaller holdings there will be, perhaps, only one regularly employed "orra man."
3. Women workers and "halflins," or strong lads who either work along with the women or are employed after horses.

Women at small wages preferred to orra men.

97. Now that the profits of farming are greatly reduced, farmers prefer to employ women and lads at 1*s.* 2*d.* or 1*s.* 3*d.* a day to orra men at 3*s.*, and they are enabled to do so by the purchase of new machines for various farm purposes.

Machinery has been brought to bear on almost every operation connected with practical agriculture, with the result that fewer adult male workers are required and the labour of women workers made far more easy.

Talking of orra men, one farmer said to me, "We "can't afford orra men now, and perhaps it's just as "well, for when we do want them they are not to be "had." The truth, I think, may be briefly stated thus:—Farmers would like to get orra men at busy seasons, but do not care to keep them on as constant servants. Orra men want constant employment, and, failing to get it on farms, they leave the country to go to other industries. There are many hand-to-mouth farmers in the poor districts of Fife, Kinross, and Clackmannan, and they suffer more from the short supply of orra men and ordinary labourers, male and female, than the upper class farmers of mid and east Fife, who give constant employment and can afford to have their work always in hand.

Decrease of female workers.

Especially near factory towns.

98. Coming to the question of female farm workers, a decrease must be noticed far in excess of males.

In the vicinity of factory towns everything goes to prove a decrease mounting up from 60 to as high as 75 per cent. In many parts of Clackmannan and south-west Fife women workers have nearly died out, and only the wives of ploughmen and old women from mining villages think of going to shaw or single turnips.

During my sojourn in different parts of the district, I saw a good many women working at turnip shawing, but they were mostly inhabitants of the neighbouring towns, who took the job by the piece and accordingly suited themselves as to their hours of work.

Women not so scarce in the purely agricultural districts of Fife.

99. Scarcity of females is by no means so remarkable in those parts of Fife where agriculture still holds the sway. From 20 to 25 per cent. would represent the decrease between Ladybank and St. Andrews. Indeed, on several farms visited, the farmers assured me that they had very little difficulty in hiring men with women workers, while others who complained of not

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having all the women they could find constant employment for, blamed the insufficient and inferior cottage accommodation, rather than a short supply in the market.

Immigration of workers at particular seasons.

100. Immigration, even during the busiest seasons, has assumed very small dimensions. Before the introduction of harvest and haymaking machines, these three counties were periodically invaded by gangs of Irishmen. Now nothing of the kind takes place.

The only occasions on which Irishmen now come to Fife seem to be about the month of July, after the bulk of turnip singling is finished in the Lothians. I met a large farmer in the Dunfermline district, who let turnip singling to a gang straight from Haddington for several years, but he added, they had not come round his way since 1891, and he did not expect to see them again.

Some of the large potato buyers of Fife, who purchase by the acre, dress the potatoes at time of gathering and ship direct to London, are in the habit of employing extraneous labour in large quantities, and this brings Irishmen over from the Lothians in considerable numbers. This year (1892) few crops were sold by the acre, and buyers have as a rule stored the potatoes, expecting a better price in Spring. This being the case no Irish immigration has ensued.

Migration during particular seasons.

101. After the close of the salmon fishing on Tay and Forth, and trout fishing on Loch Leven, a number of the boatmen go to harvest and other work in the country.

When employed on the harvest field they either have the use of beds belonging to the farmer and fitted up in some spare room, or they lodge in a ploughman's house, or a neighbouring village. This class of men seldom remain after harvest.

Reference has already been made to persons thrown out of employment by the stopping of work at distilleries, breweries, and coalpits. The purely agricultural portion of Fife is not visited by those men, but they perambulate the country immediately surrounding the large labour centres. From what I have been told, such persons have not proved satisfactory farm labourers, and are disliked by employers because of the seeds of discontent they sow among the regular employees.

The opportunity of "doing a harvest" in the fresh air of the country, is also seized by townspeople who have been accustomed at some period of life to farm work. Farmers frequently send carts in for town harvesters, and after the day's work is over they are conveyed home in like manner.

The same may be said of potato lifting. A larger number of gatherers than can be found on a farm is needed to keep the "digger" in full work, and as good wages are paid, townsfolk, especially women, are generally glad to assist.

Comparative efficiency of labourers.

102. This may be looked at in two ways. Efficiency as applied to quality, and efficiency as applied to quantity of work.

Employers are agreed that as a general rule there is no falling off in the quality of work performed, but they bitterly complain of the quantity turned out.

As compared with former times.

103. It appears that ploughmen are longer in leaving the stables and quicker in leaving the fields than they were 20 years ago. They do not exhibit the old pride in keeping their harness and horses clean, and several instances were quoted to me of breakages owing to wanton carelessness on the part of young ploughmen. Any falling off in quality of work performed may be put against the young men and "halflins," as they are sometimes called, and it is right to bear in mind that they are in many cases only apprentices learning their business, and not as yet seriously impressed with the responsibilities of their position. On the other hand, at labourers' meetings, I was constantly told, that masters expect too much from their men and are not contented with a fair day's work. The opinions of men and masters differed so largely on the point under consideration, that I had recourse to a few grieves or farm stewards, their interests being as a rule, equally divided between both parties.

What farm stewards say about it.

104. Farm stewards say that of late years some farmers have fallen into the way of thinking that in bad times a labourer or ploughman should do more work than in good times. This, they think, is quite a wrong idea, and farmers who expect too much are certain to be disappointed. These, they say, are the parties whose evidence is likely to be strongest on the point of deficiency among the men. At the same time they are prepared to admit that the younger men show a hoity-toity spirit, which was unknown 20 years ago, and one seldom sees a man "slaving himself" even at the busiest season. One steward observed that he had "to drive" his men *now*, whereas long ago he used "to lead" them.

After due consideration, I incline to the opinion that there are faults on both sides, but that in the main employers are correct in stating that the agricultural labourer of to-day is not such a good or satisfactory servant as he was 20 years ago.

How the better educated lads prefer clerkships or trade situations, and the dunces remain in the country.

105. Of late years the more intelligent members of a farm servant's family, benefitting by cheap and improved education, have aimed at a higher scale of life than that of an agricultural labourer, and in the three counties of Fife, Kinross, and Clackmannan, I met with case after case where the smart lads had become clerks or shop boys and the stupid ones had gone to farm work.

Complaints against labourers chiefly from small farmers, and probable explanation for this.

106. I heard far more complaints about quantity and quality of work from small farmers than from gentlemen who farmed large areas; and I explain the fact in this way: A tenant of 500 acres entrusts the carrying on of the farm work to a steward; and he, acting as a middle man, has stronger influence with the labourers than the farmer whose interests are liable to be and thought to be onesided. Many a ploughman suspects his master of trying to "hustle" him out of pure greed and selfishness, whereas if the orders had come through a steward no such suspicion would ever have arisen.

A good farm steward is a judge of what a man can and should do as a fair and honest day's work, and it is a generally admitted fact in the best farmed counties in Scotland, that the labour of a farm is best and cheapest done where the master gives his orders to a steward, whose duty it is to carry them out to the best advantage.

Now, I received evidence from many small farmers who acted as their own stewards and who had grown up sons working on their farms. They tried to save money by engaging second rate ploughmen at low wages. Many of them, I suspect, tried the "driving" policy, and farm servants object to be driven or coerced. I think there is a want of tact among small farmers in these depressed times, and I should say, that if a little more forbearance were exercised by men who "stand over" their own labourers, fewer complaints would have been made to me.

107. Lest it should be thought that I take the side of the men in this important question, allow me to refer to some replies to a suggestion dropped by me at several labourers' meetings with reference to piece-work.

Labourers' objections to piece-work.

My question was "Would it not be advantageous to "both man and master that piece-work should become "more general than at present?" And the answer was "No, we do not like piece-work, a man does too much "when paid by the piece."

It was further stated as an objection to piece-work, that it "did others out of a job." Had this answer been the opinion of only one man or only one meeting, I would have passed it over without serious thought, but the question was put at all my meetings and always answered in the same way,

I confess there is something not correct about the spirit of the person who objects to be paid according to that which he does, and I think one need hardly expect masters as a whole to speak in praise of labourers who calculate the value of their services on such a basis.

Efficiency as compared with other districts.

108. Having had practical experience of agricultural labour in the south of Scotland, and taken evidence from several farmers who had formerly held farms south of the Forth, I can give a full reply to the question of comparative efficiency.

The farm labourer of the purely agricultural portion of Fife is unquestionably a superior and more efficient man than he of Kinross, Clackmannan, and the south-west end of Fife. He has his heart in his work and thinks of little else. He is a contented individual, and does not bother his head about matters which really do not concern his calling or vocation. He is to outward appearance a stronger man, and although not so well up in the political questions of the day, and not so full of fancies and grievances, he presents himself to me as

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not only a better workman, but a more industrious person altogether.

True, he is not exposed to the same disturbing influences which operate against him who lives in the neighbourhood of coalpits and factories, with their frequent holidays and higher wages; but nevertheless, his general capabilities, appearance, and prowess declare him to be in every respect a better man.

A large farmer in Kinross, who had held extensive holdings in East Lothian until recently, told me that he experienced the greatest difficulty in getting from his Kinross men what an East Lothian labourer willingly rendered for similar pay. He said, "I'm here "close to these coalpits, and my men go in and out "among the miners at night and get all sorts of ideas "from them." Precisely the same was said to me by three farmers near Dunfermline and Aberdour. One of them had held land in Berwickshire, and his experience went to show that the efficiency of the Berwickshire farm servant was far above that of the Fife man.

The hours of labour in the Fife district are shorter than in Forfar, the Lothians, Berwick, Roxburgh, Dumfries, and Kirkcudbright by one hour a day, but putting this aside, I am perfectly satisfied that even in the best farmed districts of Fife, the agricultural labourer is not up to the standard of our border men, and he of the mining localities very inferior.

With regard to female labour, the difference is even more in favour of the Borders. A large employer remarked, "a Roxburgh bondager is as good as any two ordinary Fife women workers."

The reason is perfectly obvious. In Roxburgh the bondage system is general, and women do not consider it any disgrace to work on the farm. With the exception of Hawick and Galashiels, and both of these towns are on the very outskirts of the arable districts, there are no manufacturing centres. Our Border women go to farm work about the age of 14 or 15, and they remain at it till they are married, never thinking of other service. Here in Fife they go to the fields almost on compulsion, and rejoice over any opportunity of changing their manner of life and labour.

II. Conditions of Engagement.

Employment, nature of.

109. *All men in charge of stock*, such as ploughmen, shepherds, cattlemen, are given regular, constant, and continuous employment. In very bad weather, when the land is not workable, or when the horses might suffer from being out, and in severe winter, when the fields are frostbound and no carting work can be done, such jobs as threshing, dressing grain, drawing straw, trimming hedges, scouring ditches, &c. are performed by the regular hands.

Farm stewards or grieves are regular and constant servants.

Orra men are sometimes regular and sometimes casual servants.

On large farms there are always some orra men constantly and continuously employed.

On small farms employment may be intermittent. Occasionally on small farms an orra man acts as cattleman, but not being fully employed as such, he "fills up his time" with odd jobs.

Women.—As a rule there are women workers on all farms. In the neighbourhood of towns they are not easily got, and are liable to leave. But regular and continuous employment can always be had for such as desire it. Women are left to judge for themselves as to when to go to work. In the purely agricultural part of Fife females go to the steading wet and dry, the nature of their day's labour being determined by the steward with regard to the state of the weather.

Agricultural labourers resident on the farms are, with very few exceptions, regularly and constantly employed. The exceptions being men who occupy and pay rent for cottages on farms and work at any job, sometimes on a railway, sometimes at road work, and I only met with such on small farms, where the farmer and his sons actually worked themselves, thereby reducing the number of constant and regular labourers necessary.

Non resident labourers are employed for short periods and for specific jobs. When these are completed, the labourers leave.

Engagements of married men.

110. Married men who reside in the farm cottages and labour constantly on the farm, are almost always engaged by the year. Hiring markets are held in the larger towns of the districts. With reference to the continuance of service, the custom is, when a master wishes to keep a man he "speaks to him" or "bespeaks him" a fortnight or three weeks before the hiring market. Any servant not "spoken to" considers himself as no longer required and at liberty to engage elsewhere, and this he does by attending the hiring market as a man wanting a situation. The market days are general holidays and attended by agricultural labourers at large, but those who are not leaving their situations are either pleasure seekers or go to assist friends to secure situations. The dates of "feeing" markets, as hiring markets are often called, differ in different localities. The Kinross market falls on the 4th Monday of July; Cupar on the first of August; Alloa in the middle of October; Falkirk and Stirling near the end of October, &c., &c. No writing or document passes between master and men, everything is verbal and done by word of mouth.

Many engagements made at Falkirk, Stirling, and Perth (and these markets are largely attended by farmers from Clackmannan and Kinross) are for six months only. In local markets in the district of Fife, Kinross, and Clackmannan none but yearly engagements are usual for married men. This arises from there being only one term for "flitting" or changing houses in these localities.

Period of payments to resident married men.

111. Married men engaged by the year and resident on the farm are paid so much by instalments either every month or fortnight, or when they like to ask for money. In some cases a stipulated sum as a monthly instalment is agreed upon; 1*l.* per month is often fixed as a monthly instalment. The farmer settles up with his men either once or twice a year, usually the former. Labourers in receipt of oatmeal as a part of their earnings, either get the quantity agreed to in regular fortnightly or periodical quantities or all at once. The latter rarely occurs.

In the neighbourhood of large towns some masters pay mostly in money, the men not caring for "payments in kind" such as meal and milk. In these cases (*see* evidence given by farmers at Dunfermline, Appendix DJ) it is not unusual for accounts to be settled up and paid in full every second Saturday. In no other place did I find this habit; and we may take it as a general rule that resident labourers engaged by the year, or half year, are paid so much when they want money or by instalments every month. The better the men the less frequent are their requests for advances.

At Appendix C2 an interesting table relating to two Fife farms (Balcarres Mains and Rires) will be found. Three columns are devoted to the mode of payment, and the custom thereby explained is general in the purely agricultural districts of Fife and the counties of Kinross and Clackmannan, but the bothy men at Balcarres and Rires are exceptions to the general rule, for bothy men usually draw pay every fortnight or week, if they can get it.

Single men. How engaged.

112. Unmarried men in charge of horses, cattle, or sheep are generally engaged by the year. Some masters prefer indefinite engagements, and when this is the case a month's notice to quit is sufficient warning on either side. Half-yearly engagements are more numerous with single than married labourers. This is due to the strange love for changing from one place to another which young men exhibit, and the feeling among employers, that once a man becomes restless and discontented, the sooner he gets another man the better for both parties.

Period of payment to single men.

113. Single men are paid by weekly, fortnightly, or monthly instalments, either by arrangement at hiring time or by special request when money is wanted; with either half-yearly or yearly settlements in full.

Employers never refuse to pay on account when asked to do so, but when dealing with young men they make a point of keeping something in hand as a safeguard against desertion of service.

When a month's notice determines service, young men are paid entirely in cash, and they are "squared up" once a month. This could hardly be done with men paid partly in cash and partly in kind.

Women.

114. In a very few cases women are engaged by the six months, and these cases refer only only to farms where a dairy is kept. At all other times women are employed from day to day.

Even on farms where a large staff of females are regularly and constantly employed, no engagement is

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made. The females being, as a rule, the wives and daughters of the ploughmen and other resident labourers, it is understood at the time of engaging that they will work under the same master so long as they occupy his cottage.

How they are paid.

Women are paid once a week, once a fortnight, or once a month, the master studying the wishes of his people in the matter.

Engagements of orra men regularly employed.

115. "Orra men" on regular and constant employment and resident on the farm are engaged by the year or half year, in the same manner as ploughmen.

How they are paid.

They are generally paid once a month. It is not usual to pay orra men "in kind," but such cases do occur.

Some masters pay their orra men in full every month, others only give instalments. The wishes of the men virtually decide the system of payment.

Engagements and payment of casual labourers.

116. Casual labourers work from day to day, or they come for special jobs, such as potato lifting, and when this is finished they leave, unless wanted for something else. Sometimes a casual labourer, male or female, is taken in for special work, such as threshing with the portable machine. There is no engagement between them and the master, and many examples were cited to me of casual labourers coming to a farm to work for a week or 10 days, and leaving after getting the value of one or two days' work.

Farm stewards, shepherds, and cattlemen.

117. Grieves or stewards, shepherds, and cattlemen are engaged by the year. Stewards seldom ask instalments. Many of them can afford, and when they can afford prefer, to be paid once a year. Shepherds are pretty much in the same position, but cattlemen stand on a level with ploughmen, and are paid in the same way.

The term day.

118. In Fife, Kinross, and Clackmannan there is but one term, Martinmas. The old Martinmas term, November 11th, was recently abolished in these counties, and the 28th of November is now the term day. This alteration of term will form the subject of a special paragraph at the conclusion of my report. (*See* par. 215.)

The Whitsunday term is not here recognised, although in Perth, Forfar, and the more northerly counties it is the custom for farm servants to change situations then and not in wet and cold November.

Hours of Work.

119. Nine hours of actual field work is the custom in the Fife district. On a few farms nine and a half is usual.

Ploughmen's hours in the field.

Ploughmen, or such as are in charge of horses, leave stables at 7 a.m., work in the field until 12.

The morning yoking, therefore, lasts five hours. Afternoon hours extend from 2 o'clock till 6, at which hour the ploughs stop and the horsemen return to stables.

The afternoon yoking, therefore, lasts *four hours*.

Daily hours of actual field work *nine hours*.

In winter the custom is to leave stables at break of day, and work till 12 noon, reyoke at 1 or 1.15 and work till light fails. Taking the average from November 1st. to March 1st, seven hours' actual horse work is performed.

Orra men, women, and boys.

120. "Orra men," women, and boys not in charge of horses observe the same hours as ploughmen. *In summer* they work nine hours a day, *in winter* from daylight to dark.

Extra hours for ploughmen.

121. But ploughmen, having horses to look after, are engaged both before and after actual working hours, in doing those things necessary for the feeding and welfare of their horses and the cleaning of their harness. From Table A8 in Appendix, it will be seen that from 1½ to 2 hours are spent in stables before starting work in the morning, and half an hour devoted to horses in stable after the conclusion of work. On many farms (*see* Table A8 in Appendix) the ploughmen return at 7.30 or 8 p.m. to groom and do up their horses for the night, but this only refers to the short days in winter, when field work ceases, between 4 and 5.30 p.m., and when in the interest of the horses it is considered necessary to defer grooming and racking up to a later hour than the return to stables signifies. Again, the hours of ploughmen are further increased by the fact of their having to accompany their horses to and from the field. The time occupied by this duty depends upon the size of the farm and position of the farm buildings. On a 400 acres holding, the buildings being fairly central, it may be said that 10 minutes will represent the time occupied in each journey to and from work. It is the universal custom for the men to go out in the master's time, but return in their own. There being four journeys in the day each occupying 10 minutes, 20 minutes will represent the time which ploughmen give in this way.

Midday interval in summer.

122. The summer midday interval of two hours for dinner, between time spent in going in from work, feeding the horses, and walking home to their cottages, is therefore reduced to about 1½ hours. Orra men, ordinary labourers, women, and lads have the midday two hours less the five minutes spent in travelling back and forwards to the field of labour.

When engaged at such operations as turnip singling, hoeing, thistle-cutting, haymaking, orra men and women are required to work till 12 and 6 p.m., and be at work at 7 a.m. and 2 p.m. sharp. All the travelling is accordingly performed in their own time.

Midday interval in winter.

123. The midday interval in winter is supposed to give the ploughmen time for dinner and no more. In the very short days they will not be more than half an hour in their own houses. Labourers and women, not having stables to attend, have more time to themselves. All that is required of them is to be back in the field or barn at 1 o'clock sharp. The time afforded to such labourers for dinner may be stated at from ¾ to 1¼ hour, according to size of farm and length of day. As daylight extends, the dinner interval lengthens.

Breakfast.

124. Breakfast is taken by orra men, women, and boys, not in charge of horses, before starting for morning work. Ploughmen on the contrary, after cleaning out their stalls and feeding their horses, go home for breakfast.

Cattlemen's hours.

125. The hours of cattlemen are almost the same as those of ploughmen, for the time that cattle are fed in the buildings. No rules are laid down, the cattleman being in a peculiar position, where his periods of work are controlled and regulated by the nature of the duties he performs. In many cases the cattleman's meals are brought to him, and he does not return to his house until the beasts are fed and littered for the night.

Special meal hours in harvest.

126. In harvest some farmers allow special hours for meals. The workers breakfast at home before coming to the field. Cutting does not commence until the standing corn is dry, probably about 8 a.m. Between 10 and 11 a.m. there is an interval of one hour and again between two and three another hour. Bread and beer are distributed during these intervals and the horses changed in the machines. No other meal hour is allowed, and work goes on till 6 p.m. This custom is practised mostly on the large arable farms in Fife. In Kinross and Clackmannan I heard no evidence of it. When "leading in," the people work (frequently) as long as light permits, and extra food is provided by the master. No regular stop is made. Those engaged with carts eat their scones and drink their beer when "returning empty" to the field.

Summary.

127. A Fifeshire *ploughman*, starting work at 5 a.m. and continuing till 6.30 p.m. in summer, but getting half an hour for breakfast and an hour and a quarter for dinner, therefore labours 11¾ hours in the day. Where the 8 p.m. stable hour is observed in summer (very rare), he is engaged for 12½ hours. In winter his hours are reduced to 11¼ hours, and on those farms where the 8 p.m. hour is no longer kept up, three-quarters of an hour may further be deducted.

Orra men, women, and boys engaged in work similar to women work in summer - - - - -	9 hours
Add time occupied in going to work and returning - - -	40 minutes
Hours - -	9.40
In winter, from daylight to dark, with one hour's interval at midday, say - - - - - -	7 hours
Add time occupied in travelling -	40 minutes
Hours - -	7.40

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Exceptional hours for married women.

128. In the neighbourhood of large manufacturing towns such as Alloa and Dunfermline unmarried women are not employed to any extent on the land, and it is not easy for the married women to be in the fields at 7 a.m. The masters meet the case by allowing only from one to one and a half hour at midday in summer, and accepting 7.30 to 8 a. m. as the time for commencing the morning's work.

Shepherds.

129. Shepherds may be said to be going about the farm and among their sheep from break of day till between 6 and 7 p.m. They look their sheep the first thing in the morning and the last thing at night. Unlike other labourers, they have no set hours.

Sunday work for ploughmen.

130. On Sunday it is the general rule for all the ploughmen to attend morning stables. After the stables are cleaned out and the horses groomed, watered, and fed, all but one who is appointed for the day are at liberty either for the whole day or until the evening stable hour. Some masters insist on every ploughman coming to the 8 p.m. stables, others are contented if one of the number takes the whole stable under his charge, and this is done turn about by the men. In summer the horses for at least two and a half months are out at grass all day, and there can hardly be said to be any Sunday work then. But on some farms it is not so.

Sunday work for cattlemen.

Cattlemen during winter have the same amount of work on Sunday as on Saturday. Sometimes they get help from the ploughmen out of kindness. Occasionally by preparing extra turnips or having bundles of straw tied up on Saturday, the work on Sunday is reduced by an hour or two, but on large farms this makes very little difference of time, and a cattleman must always be going about his beasts, and should not alter his times of feeding. In summer he has no Sunday work unless cattle are housed.

Sunday work for shepherds.

Shepherds do not "sort" sheep on Sunday, *i.e.*, they do not "pen" them in order to examine and dress their feet, but in summer they must go round the fields twice a day and dress any that are struck with fly. In winter the herd has a full Sunday's work with sheep on the turnip break. In lambing time he is also occupied the whole of Sunday.

Persons in charge of stock have more or less Sunday work, but with the exception of cattlemen in winter and shepherds all the year round, Sunday hours of work are very short, and within recent years employers have done much to enable ploughmen to get the Sabbath to themselves.

Description of a Fife ploughman's daily work.

131. A Fife ploughman's daily work may be thus described.

In summer he is due at the stable at 5 a.m. If his horses have been out at grass all night, his first duty is to catch and bring them in. There is generally an hour's work mowing and bringing in grass for the stables. The stables are to clean out, the horses to groom and feed. He goes home to breakfast about 6.15, returning at 6.45, at once harnesses his horses, ready to leave the stable at 7 sharp. He works till 12 noon, when he unyokes and brings his horses in, waters and feeds them, then goes home for his own dinner. Returns to stables about 20 minutes before 2, harnesses his horses, and leaves the stable for afternoon work at 2 sharp. Works till 6, which is "loosing time." Brings his horses in, takes off harness, gives them a rub over with a brush or wisp, waters them, and gives them a feed of oats. Either goes off to his own tea, returning in half an hour to put his horses out to grass for the night, or quietly waits till his horses have finished their feed, then turns them out, and his day's work is finished. On farms where the horses stand in the stables all the year round the men return at 8 p.m., give them a thorough grooming, do up the stables, and fill the racks with grass, vetches, or hay. The 8 o'clock stabling takes from 30 to 45 minutes.

In winter those who breakfast before going to work appear at stables at 6 a.m. Clean out the stalls, feed the horses, do any odd jobs about the steading, sometimes clean out the byres, and so on till near daylight, when they harness their horses. A few minutes before day breaks they leave the stable door for the field, where they remain till 12 noon. Their object being to give nine hours actual work in the field, they occupy no more time at home than is required to take their dinner, returning at once to the stables and leaving for afternoon work at 1 p.m. They work till the light dies out, the horses are then put in, and a little corn and hay given. If they are cool, a drink of water precedes the corn and hay. The ploughmen then go home for supper, returning at 8 p.m. to groom the horses and do them up for the night. This occupies from half an hour to three-quarters of an hour, and concludes the day's work.

The 8 o'clock hour is seriously objected to in some localities, and has been given up in many parts of Clackmannan and Fife. In Kinross it is still the general custom. The question will be dealt with further on when referring to the "grievances complained of by the labourers." During winter and spring there are times when the ploughmen have very easy work. On wet days when the horses do not go out, most of the men's time is spent in cleaning the harness or doing simple little jobs about the barn or steading. In harvest they work energetically, and when carrying the corn there are few spare moments.

III. Wages and Earnings.

Current rate of weekly wages during preceding 12 months.

132. As a rule the wages of agricultural labourers indicated at recent hiring markets a rise from those of last year. Ploughmen engaged at Kinross, Alloa, Cupar, and Dunfermline for the year beginning 28th November 1892 to 28th November 1893, got a rise of 1*l.* to 1*l.* 10*s.*, perquisites remaining the same. The nearer the market to competing industries the more difficult was it to come to terms.

So few men are engaged on weekly wages in this district that one can hardly answer the question in the manner desired.

From reports of hiring markets in counties where competing industries are not numerous, I find that agricultural wages have slightly fallen for the coming year. In Fife, Kinross, and Clackmannan they have risen.

Piece-work.

133. Very little is done on Fife farms by piece-work. Occasionally turnips are thinned or singled and topped and tailed by the 100 yards of a drill, but in almost every case this piece-work is let to casual labourers such as married women from neighbouring towns or villages, or odd men out of employment elsewhere. Neither masters nor regular servants like piece-work. The price paid per 100 yards for turnip singling runs from 1¼*d.* for yellows on light land to 1¾*d.* on stiff land. For swedes 1¼*d.* to 2*d.* Topping and tailing commands the same rates. Masters say that turnip singling when done by the piece is generally scamped and hurried over. Many told me of awkward disputes which had arisen about the quality of the work done. They do not, however, object to let "topping and tailing" by the piece. Servants not being accustomed to piece-work do not make any advances in the matter. On the Scotch system everything is made to fit in with a regular and constant band of labourers working day after day, and I do not see the least inclination on the part of either master or servant to adopt piece-work.

Turnip singling and "strawing."

Objections to piece-work.

Draining.

134. *Draining* costs from 10*d.* in mossy land to 2*s.* 9*d.* and 3*s.* in stiff hard soils per 22 yards for drains 3 feet deep. In addition to these figures from 4*d.* to 6*d.* per 22 yards for filling in must be added. The whole price of cutting and filling 3 feet drains varies, therefore, from 1*s.* 2*d.* to 3*s.* 6*d.* per chain of 22 yards.

For 3½ feet drains the price runs from 2*s.* to 4*s.* 6*d.*, according to character of soil and subsoil and the quantity of stones in the land.

Drainers are very scarce now. The few that are to be found in Kinross and Clackmannan prefer to work by the day, and on day's wage they earn from 23*s.* to 26*s.* per week.

Manure spreading

135. The price for manure spreading varies from 2*s.* 3*d.* to 3*s.* per acre. The price depends upon the quantity allowed per acre. This varies from 20 to 30 loads per acre.

Hedge cutting.

136. For hedge cutting Lord Balfour pays 4*d.* per chain (22 yards) for one year's growth and 6*d.* per chain for two years' growth. I have reason to believe that these figures are larger than those generally paid. From 3½*d.* to 5*d.* was mentioned by labourers, but except on estate home farms or very large farms hedge cutting is done by the regular labourer as ordinary day's work and not by the chain.

Modes of payment.

137. *At haytime.*—Except from Lord Balfour, who gives 1*s.* extra per day for 10 days, I had no evidence of any special mode of payment at haytime. When the people work extra time the master provides a meal of bread and beer, or it may be tea, for them, but no increase of wages takes place.

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Harvest.

138. *At harvest.*—Ploughmen get in addition to their usual wage, beer and bread, or in lieu thereof 6*d.* a day. In some cases an allowance of 10*s.*, 12*s.*, 15*s.*, 18*s.*, or 20*s.* is paid, when this is the case the men feed themselves.

Women get special harvest wages.

In Clackmannan from	15*s.* to 21*s.*	per week.
In Kinross	„ 18*s.* to 19*s.* 6*d.*	„
In Fife	„ 15*s.* to 19*s.* 6*d.*	„

The women's harvest wage is sometimes reduced when cutting is finished and carting begun. Where this takes place the wage falls to 12*s.* per week. A woman gets 6*d.* a day more when "binding" or tieing sheaves than when lifting for a man to bind.

Special harvest men.

In some localities, particularly in Fife, special harvest men are engaged at from 4*l.* 10*s.* to 5*l.* 10*s.* for four weeks with food, with an addition of 6*d.* a day when they find themselves in food.

After four weeks are past their wages are reduced and a weekly figure arranged. The reduction amounts to from 2*s.* 6*d.* to 4*s.* per week.

Orra men.

Orra men engaged by the year and regularly employed, get the harvest allowance in the same manner and to the same extent as the ploughmen on the same farm.

Boys.

Good strong lads get from 9*s.* to 16*s.* a week for the harvest month.

Farm stewards.

Farm stewards have the same allowance (10*s.* to 20*s.*) as the men under them.

When stacking the corn, overtime is frequently worked, and at such times the people are supplied with food and drink, no charge being made.

Cattlemen.

Cattlemen also get the harvest food or allowance. They generally work out at harvest.

Additions to Wages.

Those are numerous and varied.

Perquisites to married men resident on the farm.

139. *A married ploughman*, resident on the farm, gets a free house and garden, a stated quantity of oatmeal, a daily allowance of milk, either 1,600 yards of potatoes or so many hundredweights delivered by the employer, his coals driven free of charge. When a pig is kept the labourer gets as much straw as may be needed to litter the pigstye, and the manure thus made he uses for his garden. When no pig is kept the master gives free of charge whatever farmyard manure is needed to plant the garden. He likewise has the harvest allowances. Some few men, generally stewards or shepherds, have the sole use of a cow, which belongs to the master and is fed by him.

Occasionally the master feeds a pig for a servant; at other times one pig is divided among two families.

Sometimes extras, such as a bag of wheat, brewers' dregs for the pigs, a sack of oatmeal for the shepherd's dog, some small potatoes or turnips, are given.

Perquisites to bothy men.

140. Young men who occupy the bothy have, in addition to their money wage, the free accommodation of the bothy. The master fits up the beds, supplies the blankets, has all the washing of blankets and cleaning out of the bothy done at his own expense, supplies towels, and sometimes soap and lights. All coals, sticks, or fuel required for the bothy fire are supplied free of charge. In a few instances farmers prefer to give so much in cash rather than free fuel, and in those cases the men buy and pay for their own coals, but the master carts them from the station or coalpit free of charge. Bothy men also get a stated quantity of oatmeal, a daily supply of milk, and as many potatoes as they can consume. They likewise get harvest food, or so much extra pay in lieu thereof.

When young horses are trained to farm work some masters give from 5*s.* to 10*s.* to the servant in charge of such. And whenever a man is absent on duty at meal times, he is paid from 6*d.* to 1*s.* with which to buy his food.

Estimated value of perquisites.

141. The value of such perquisites varies according to the local markets and the time of year. Milk, for instance, is much dearer in winter than in summer; potatoes are cheap from October till April, when the price begins to rise. Coals fluctuate in value, so does oatmeal.

In attaching a fair value to each article known as a payment in kind, I have taken the average of the past three years, and obtained the consent of both masters and men to my figures. In the face of the many different systems of payment discovered in these three counties, it would be impossible to treat the question as a whole. I have, therefore, prepared tables giving the money wage, and all perquisites reduced to market value, obtained by the several grades of agricultural labourers throughout the district. (*See* Appendix C.)

Value of perquisites. How fixed.

The value of each perquisite I determined thus. *Free house and garden* from 2*l.* to 6*l.*, according to age, size, and condition of cottage.

Manure for garden.—When no pig is kept the average quantity given by the master is two loads, worth 3*s.* per load = 6*s.* When a pig is kept, 6 cwts. of straw is given for litter, and as the labourer keeps the manure from the pigstye, I charge him at the rate of 1*s.* per cwt. for 6 cwts. of straw = 6*s.*

Several farmers declare that 6 cwts. is too little to allow, but the general opinion was favourable, and I think that when the pigstye is of fair size and quality, comfort will be secured and a clean bed kept with the quantity named.

Use of a cow.—In Fife the cows do not belong to the men. The master owns and feeds the beast, the servant milking it and getting the whole of the milk to dispose of as he thinks best.

The servant feeds the calf for a fortnight or month on its mothers' milk, the farmer then takes it over. The cows are large and of good quality. I noticed that the cows given to the men were generally about the best and most liberally fed in the byre. The milk of a good cow, well kept, is worth 15*l.* a year, and on low-lying arable farms I value it at that figure.

Value of a cow on good land.

On high land and poor pasture the cows are smaller and the quantity of milk given is considerably less. I accordingly take 3*l.* from 15*l.*, and value the use of cow on highland, where the pasture is inferior, at 12*l.*

On inferior land.

New milk I value at 10*d.* per imperial gallon, all the year round. Sometimes two men are given one cow between them, the value to each would therefore be 7*l.* 10*s.*

Value of half a gallon of new milk to a labourer.

Those labourers who get a daily allowance of half gallon (one Scotch pint of 16 gills) per day, may be said to receive a payment in kind equal to 7*l.* 12*s.* 1*d.* per annum.

Where skim milk is substituted for new milk 4*d.* per gallon is charged. Labourers in receipt of half gallon of skim milk per day accordingly receive a payment in kind equal to 3*l.* 0*s.* 10*d.* per annum.

Skim milk, value of half gallon to a labourer.

Oatmeal.

The usual *quantity of oatmeal* is 6½ bolls, equal to 65 stones to each man. The quality supplied varies. An average price per boll over the three counties was ascertained to be 17*s.* 6*d.*, equal to 1*s.* 9*d.* per stone. A farm servant's oatmeal is, therefore, worth 5*l.* 13*s.* 9*d.*

In many cases, especially of bothy men, part of the meal is consumed, and the rest sold either to the master or to some shopkeeper or householder in an adjacent village. Some bothy men sell two-thirds of their meal, but as a general rule two-thirds will be consumed and one-third sold.

Potatoes.

Potatoes.—1,600 yards of a drill is the usual allowance in Fife, and 3*l.* 15*s.* may be taken as fair value of such. When a stated weight of potatoes is given the perquisite is valued at the rate of 2*s.* 6*d.* per cwt.

Driving of coals.

Driving of coals.—This entirely depends upon the distance from coal-pits or railway station. Some masters send their carts as far as 10 miles to the pit mouth. This enables the men to buy at the lowest price, and secure what is known as "pit-mouth weights," in other words, large tons. The men not only get cheap coals, but they are paid for the day's work driving their own coals. The value of this allowance I subscribe as ranging from 1*s.* per ton on farms close to a railway station or coal-pit, to 6*s.* per ton on farms where a whole day is required to perform the journey.

Harvest allowance.

As already described under "mode of payment in harvest time," either food, consisting of beer and bread, or a money substitute is given to all male labourers.

Free fuel for bothy fire.

The evidence as to the value of free fuel to bothy men showed great difference of opinion. It was frequently asserted that bothy men burned a large load (about 18 cwts.) of coal every fortnight. Others, again, gave five to six tons in the year as a fair estimate. After careful examination and consultation with farmers, I adopted as a fair average 1*l.* 10*s.* per man in bothy, this being equivalent to 2½ tons of coals at 12*s.* per ton.

Where bothy men are fed in the house, less fuel is burned in the bothy, and 15*s.* per man covers the coal account. This figure I obtained from Mr. Morgan, of East Gogar, as relating to his bothy for the past year. But the habit of feeding agricultural labourers in the farm kitchen is so seldom in practice, that few examples of small coal bills for bothy fires occur in my table of wages and earnings.

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How bothy fires burn so much coal.

142. With reference to the extraordinary quantities of coals consumed in bothies, it is well to explain the system of "keeping up" a bothy fire. Not only is the fire never out, but it is generally in full blaze and heaped up with large blocks of coal. The last thing done in a bothy before retiring to bed, is to pile up such a fire as will ensure its being alight next morning, when the porridge has to be boiled or the tea made. In like manner, before leaving the bothy for work, the fire is liberally replenished in anticipation of dinner time. Bothy men are their own cooks, and as their time for meals is limited, it behoves them to avoid the delay which would result from a "black" fire at any time of day. I also observed that the fireplaces in bothies were very capacious, and that the men seemed to take pleasure in having their room heated to a degree which I should have termed unbearable and unhealthy.

Value of bothy accommodation.

143. The advantages and value of free lodging in a bothy may be thus enumerated :

	£	s.	d.
Use of bothy and bothy bed, the master finding and maintaining the bed, blankets, pillows, all tables, chairs, forms, benches, and cupboards, and paying for washing of blankets, sheets, and pillow slips, annual value per man - - - - - - - -	1	15	0
Cleaning out of bothy, scrubbing the floor, and occasionally blacking the grate, annual value per man - - - - - - - -	0	5	0
Total charge per man - - -	2	0	0

Many masters have objected that these figures are too low, and that lodging, with the free use of beds and bed clothes, could not be had in any village under 3*l.* per annum, but I am confident that the wretched character of bothy accommodation, with its discomforts and privations, is not taken into account by gentlemen who stated the above opinion.

Taking 2*l.* per man as the fair value of bothy lodging and accommodation, and allowing three men to a bothy, the sum thus arrived at (6*l.*) is a very severe annual rent for the type of apartment usually described as a "farm bothy."

Removal of furniture from farm to farm executed by the master.

144. When a married agricultural labourer changes his situation, the farmer to whom he is going, supplies the vehicles and horses necessary to transfer the household furniture, &c. from cottage to cottage. This can hardly be included among the ordinary perquisites of the labourer, but in the case of men who "flit" from place to place almost every year, it represents a clear saving of from 10*s.* to 1*l.* to them, and should not be ignored. The "flitting" of servants falls heavily on farmers with bad cottages, whose ploughmen are constantly on the move.

The farm kitchen system.

145. The custom of feeding farm servants in the master's kitchen only occurs on small places, where the farmers themselves do not object to take their meals at the same table with their employees. The custom is rapidly dying out. It is stated that the men are difficult to please and prone to complain of the quality of the food provided. Furthermore, that their presence keeps the house servants in an unsettled condition, often resulting in breaches of morality.

The cost of feeding a farm labourer in the kitchen was stated at from 8*s.* to 9*s.* per week. Seeing that butcher's meat in some form is given every day for dinner and no stint put upon the men's liking for it, I do not see how this perquisite can be valued at less than 8*s.* 6*d.* per week, and I have adopted that figure as being fair. Food for a year in the farm kitchen is, therefore, worth 22*l.* 2*s.*

Holidays given and no deductions of pay made.

146. It may safely be stated that the agricultural labourer of these counties gets six holidays in a year. On many farms they get more. There are three customary holidays, and in addition masters give permission to their men to take days to themselves when work is not pressing. No stoppage of pay takes place, and it therefore follows that the men draw on an average six days' pay, equal to from 18*s.* to 21*s.*, giving nothing in return.

Labourers paid when sick.

147. When laid aside by sickness or accident, farm labourers engaged by the year or half year draw pay to the same extent as if they were in good health and steady work. Masters pay for six or eight weeks absence on account of sickness, but longer than this they do not bind themselves for.

From the evidence given on this point, I find that a man aged from 40 to 50, is off work on an average four days in the year, and as he draws his regular wage of 3*s.* to 3*s.* 6*d.* per diem, we should consider this a benefit of 12*s.* to 14*s.* per annum.

Many masters insure their men against accident in the Scottish Employers' Liability and Accident Insurance Company. In this way they protect themselves against all the liabilities imposed under the Act of Parliament. The payment of 3*s.* 9*d.* per man relieves the employer of the agricultural labour of all loss in the event of accident.

Liberty to keep poultry and a pig.

148. On some farms the labourers are allowed to keep poultry. The number is generally restricted to a dozen, but I have heard of some men who keep 18. The wife of a farm steward near Alloa told me that each of her hens was worth 5*s.* a year to her, but her case is peculiar in so far that she not only has permission to keep her poultry at the farmyard but gets as much light grain from the granary as she may wish.

When the hens are kept away from the steading and stackyard and the food all purchased, the value to the labourer is stated to be about 1*s.* per head.

In some localities liberty is given to keep a pig, but as the labourers buy or find the food required, the privilege can hardly be valued over 10*s.*

Single instance of a "pack flock."

149. Mr. Beveridge, of Kinneston, Kinross county, by his evidence, furnishes the only instance of a shepherd allowed to keep sheep of his own on the farm. His herd has liberty to run two ewes with his master's flock, and the value to him taken from an average of the past three years has been at the rate of 1*l.* 10*s.* per ewe. They are of the blackfaced breed, but are crossed with a Border Leicester ram.

Total annual wages and earnings of agricultural labourers, giving averages for each county, and means for the entire district.

150. The annual earnings of resident married labourers, such as farm stewards, 1st and 2nd ploughmen, shepherds and cattlemen, calculated from the evidence collected and given in Appendix C1, appear to be :—

Farm stewards.

Farm stewards, average wage per annum.

	£	s.	d.
In Kinross Co. - - -	53	11	9
In Clackmannan Co. - -	60	12	8
In Fife Co. - - - -	61	14	2

Mean for three counties 58*l.* 12*s.* 10*d.*, equal to 1*l.* 2*s.* 6½*d.* per week.

Head ploughmen.

Head Ploughmen.

	£	s.	d.
In Kinross Co. - - -	46	6	10
In Clackmannan Co. - -	49	6	11
In Fife Co. - - - -	54	2	11

Mean for three counties 49*l.* 18*s.* 10*d.*, equal to 19*s.* 0*d.* per week.

Second ploughmen.

2nd Ploughmen.

	£	s.	d.
In Kinross Co. - - -	43	0	2
In Clackmannan Co. - -	45	12	9
In Fife Co. - - - -	50	1	3

Mean for three counties 46*l.* 4*s.* 8*d.*, equal to 17*s.* 9¼*d.* per week.

Cattlemen.

Cattlemen.

	£	s.	d.
In Kinross Co. - - -	47	15	4
In Clackmannan Co. - -	33	16	11
In Fife Co. - - - -	52	13	11

Mean for three counties 44*l.* 15*s.* 4*d.*, equal to 17*s.* 2½*d.* per week.

Shepherds.

Shepherds.

	£	s.	d.
In Kinross Co. - - -	50	16	11
In Clackmannan Co. - -	55	0	0
In Fife Co. - - - -	52	10	10

Mean for three counties 52*l.* 15*s.* 11*d.*, equal to 1*l.* 0*s.* 4*d.* per week.

Orra men.

Orra men or ordinary labourers, resident and non-resident. Mean for three counties 48*l.* 12*s.* 4*d.*, equal to 18*s.* 9¾*d.* per week.

Strong lads.

Strong lads and young men between the age of 18 and 21 will earn from 35*l.* to 42*l.*, equal to from 13*s.* 5½*d.* to 16*s.* 6¼*d.* per week.

Boys.

Boys between the age of 15 and 17 earn from 15*l.* to 24*l.*, equal to 5*s.* 9¼*d.* to 9*s.* 2¾*d.* per week.

Women.

Women, from 19*l.* 10*s.* to 23*l.* 10*s.*, equal to from 7*s.* 6*d.* to 9*s.* per week,

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B.—I. FIFE, KINROSS, AND CLACKMANNAN.

IV. Cottage Accommodation.

The question of cottages for the agricultural labourer has become of so great importance that, in addition to the evidence collected from farmers and labourers and by personal visitation, I have sought the assistance of the medical officers and sanitary inspectors of the three counties here under consideration.

County councils and labourers' cottages.

151. Since the establishment of county councils and the appointment of county medical officers, the question of cottages has been taken up with a thoroughness in every detail which deserves the highest praise, and it appeared to me that good and reliable information as required by the 4th section of the inquiry, would best be got from and through the officers in whose possession the records lay, and who had actually inspected the farm cottages in local districts.

To Dr. Nasmyth and his assistants in Fife, and to Dr. Mungle in Kinross, I am greatly indebted for the full and able reports which you will find under Letters B 1, and B 2, Appendix.

Inspections by Assistant Commissioner.

152. At the same time I made it a part of my duty while going from place to place to personally inspect cottages occupied by agricultural labourers, and in especial to make visits to such as were stated, either at labourers' meetings or by farmers themselves, to be in disrepair or otherwise defective.

I also spent a day in Fife county, going round farm cottages which had been condemned by sanitary officers and were either undergoing repair, about to be repaired, or repaired. I was accompanied by Dr. Nasymth and Mr. Stewart, sanitary inspector for Cupar district, and entirely under their guidance.

Classification of cottages.

153. The cottages occupied by agricultural labourers I divide into four distinct classes:

1. *Old cottages*, wrongly constructed, walls bad, size insufficient, roofs beyond repair, rear walls backed by soil, devoid of drains or eave gutters, no provisions for water supply, no pretence at sanitary arrangements or domestic conveniences, damp ceilings, damp floors, damp walls, insufficient light, no ventilation, &c.
2. *Old cottages*, walls fair and might be raised in height, windows small but capable of enlargement after raising of walls, floors dry, ceilings low but easily heightened, bad roofs resting on decaying timber, both of which might be remedied by repairing, sites naturally good and capable of being made thoroughly healthy by drainage, spouting, and removal of pigstyes and other nuisances.
3. *Cottages built from* 25 *to* 18 *years ago*, good walls and roofs, sufficient accommodation, but ventilation, drainage, spouting to roofs, water supply, and outhouses requiring attention.
4. *Recently built cottages*, first class in every respect, in many cases almost too good for the occupants.

Observations on Class 1.

154. Cottages of Class 1, I consider as being quite beyond repair. Many of them are uninhabited, and as every year sees new cottages erected, so also does it see old ones evacuated. I am fully convinced that at the present rate of progression there will not be any of these wretched dwelling places inhabited eight or nine years hence. Landlords, factors, farmers, and labourers are all agreed that such abodes must be abandoned, and the figures brought out in the reports of medical and sanitary officers go distinctly to prove that public feeling has taken a practical form.

Observations on Class 2.

155. Class 2 represents and includes those cottages whereupon the hand of the county council has been wisely brought to bear. As a good example of cottages belonging to Class II., I transcribe from my note book:—

Description of cottages belonging to Class 2.

"*Denbrae cottages*, two rooms, one without a fireplace. Ceiling falling down in bedroom, roof evidently out of order and not water-tight. Tiled roof, timber segging. Ceilings too low, 1,547 cubic feet for five sleepers. No drains nor eave gutters.

Action and order of sanitary inspector.

"Order of county council by instigation of sanitary inspector, viz:—Proprietor to raise walls two feet. Put fresh and good timber and boards to carry tiles or slates. Tiles to be well and carefully pointed. Inside walls to be lathed and plastered. All outside walls to be cleaned and pointed with cement. To provide subsoil drains and rhones, also sewage drains with a gullet eight or ten feet from door for each house. Also to provide closets and ash-pits for each house at a proper distance from houses. To remove pigstyes to a proper distance. Also to alter the pitch of roofs, and to ventilate both rooms by gratings."

The Agricultural Labourer.

I had several opportunities of examining cottages transformed as above from being very bad and improper houses into first-class dwellings, comfortable and healthy in every respect. I also visited three rows of farm cottages undergoing repair. The matter is being promptly and well handled, the only improvement which I might suggest being the substitution of slates for tiles as a roofing material. The initial outlay on slates would no doubt be greater, but the after saving and superior character of the roof would be indisputable.

Objection to tiled roofs.

156. Tiles are neither wind nor waterproof. They are easily shifted by gales and proverbially open to drifting snow. In exposed situations they require overhauling, rebedding of displaced tiles, and pointing with lime or cement once a year. Tiles make a suitable roofing for cattle sheds where free egress of air is a desirable object and ingress of snow or rain in small quantities of minor importance, but as a covering to a human habitation they are open to numerous and serious objections.

Slates used near the eaves.

I observe that in most houses remodelled and repaired at the instigation of the county council, slates were used instead of tiles for the first 16 inches of roof from the eave upwards.

All slates would be better.

This is so far good, but how much better would it not have been, to make a thoroughly staunch and firm roof of slates all over, instead of having 16 inches well done and 16 feet requiring periodical overhauling and not perfect when done?

Class 3. will be dealt with in due time.

157. Class 3.—Any deficiencies existing in this class of cottage are simple of remedy, and as soon as the sanitary inspectors have got breathing space, they will see to the proper spouting and ventilation of otherwise good and suitable cottages.

Receptacles for soft water from roofs required.

It would be greatly to the benefit of the labourers' wives were rain water cisterns or even large barrels placed so as to catch the flow from the spouts. An overflow pipe from cistern or barrel opening into the sewage drain would keep it clean by periodical flushings.

High character of cottages recently built.

158. Class 4.—Such farm cottages as have been built within the last 15 years are very complete and comfortable. On some large estates proprietors have expended more money on labourers' houses than was really necessary, and a doubt exists in many minds as to whether it is truly beneficial or otherwise to the working man to be supplied with a house far beyond his means and requirements.

At the same time, from what I have seen and heard in the districts of which I write, I am convinced of the wisdom of supplying well-planned, commodious, and attractive dwelling-houses for agricultural labourers.

Only those employers who have on their farms the very best class of house can have any hold on their men in the face of town attractions and competing industries. It is more against architectural excesses as represented by ornamental roofs and chimney tops, &c. that I would declaim. It is true that ornamental cottages "set off" a farm or estate, but I question the corresponding advantage to the labourer himself.

As compared with more southerly counties, and in particular Roxburgh and Berwick, Fifeshire does not afford many examples of unnecessarily grand labourers' cottages, but I observe that of late there is in some localities a tendency in that direction, especially when the houses are detached from others or in isolated pairs.

Cost of new farm cottages.

159. The cost at which farm cottages have been recently erected in these localities, may be stated at from 150*l.* to 250*l.* per house. Of the many which I have visited, none pleased me more than those built on the Montrave and Lundin estate by Mr. John Gilmour, of Montrave. In these cottages are provided all the necessaries for comfort in an agricultural labourer's manner and mode of life, in moderation and void of extravagance without or within. But when we come to the matter of expenditure on cottages such as these, we are brought face to face with the fact that those on Hatton Farm cost 240*l.* each, inclusive of garden walls, and those on Pilmour Farm 222*l.* 10*s.*, inclusive of garden walls.

Montrave and Lundin cottages.*

If we take five per cent. per annum on cost of erection as a fair rent charge, the large sums of 12*l.* for Hatton houses and 11*l.* 2*s.* 6*d.* for Pilmour stand to be paid every year as interest on expenditure.

Consideration of the question

160. This leads me to the consideration of a somewhat difficult question, viz: the value to be attached

* Plans of these cottages sent herewith.

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to a free house and garden to labourers who pay no rent but receive a free house and garden as one of their conditions of engagement.

What is a fair value to charge against a farm labourer for the free use of his cottage?

On the Scotch system of landlord and tenant, the labourers' cottages go as an integral and inseparable portion of the farm. The better the cottages the more lettable the farm, the higher the class of tenants that offer for it, and without the shadow of a doubt the greater the rent finally obtained. The offering tenant well knows that when the cottage accommodation is high class, he is in a position to get the better class of labourers (and they are admitted to be the cheapest to the employer) to come to him. He further knows that there is no stronger inducement than a really good and commodious cottage to a good labourer to remain where he is. Within recent years it has become a matter of notoriety in Fifeshire, a matter of which I have had abundance of testimony from labourers themselves, that good men will not live for longer than they can help in a faulty or uncomfortable house.

I believe that it is an admitted fact that in these days, a farm in the better parts of Scotland is pronounced almost unlettable unless the farm buildings and labourers' cottages are in very good repair, and although I have seen many instances where landlords had to lay out large sums of money on farm buildings and cottages, and still were compelled to let at rents which made little or no tangible recompense for capital thus sunk, yet it remains a certainty that but for the expenditure the lands would have probably been branded as being "in an unlettable condition because of bad buildings and cottages," and would have remained as such.

Value of a free house and garden.

161. Cottages differ so widely in size, character, and condition, that it would be obviously incorrect were we to attach one value to all. A new house well built and fully furnished with modern conveniences, would be better value to a labourer at 7*l.* a year than an old tumbledown house at 2*l.* 10*s.* I have therefore struck a schedule of fair values according to the class to which each cottage belongs.

Class 1. Very old houses beyond repair I consider worth from 2*l.* to 2*l.* 10*s.* per annum.
Class 2. Old houses requiring thorough repair = 2*l.* 10*s.* to 3*l.*
Class 3. Houses from 25 to 18 years old = 4*l.*
Class 4. Houses recently built = 4*l.* 10*s.* to 6*l.*

Note.—These figures include both cottage and garden.

Class 2, at present undergoing repair by order of the county council, I should consider well worth 5*l.* per annum in their remodelled form.

The larger proportion of the cottages occupied by the labourers whose wages and earnings I ascertained, belong to class 3, and 4*l.* is charged as the value of the perquisite to them. The gardens are small, those I measured varying in extent from one-twentieth to one-tenth of an acre.

Number of cottages on farms.

162. As indicating the number of labourers' cottages attached to farms in this district of Scotland, I have not only ascertained how many houses belonged to the farms visited by me, but got from the factors of two large estates on Fife and Clackmannan full particulars of cottages built and repaired within the last 20 years. This information will be found in the Appendix under Letters A1, A2, A3. The facts there brought out show how much has been done to improve the condition of the agricultural labourers' houses.

Agricultural labourers in Fife district improperly described as living in "farm villages."

163. The manner of locating labourers in cottages attached to farms as prevalent in Scotland, is sometimes termed the "farm village system." The term is, I think, calculated to mislead those who have not had personal experience of Scottish agriculture.

The cottages on a Scotch farm are generally placed in rows. On a large farm employing, say, eight pairs of horses, there will probably be two rows, each containing four or five houses. The steward and shepherd frequently occupy either separate houses or a block of two a little removed from those of the ploughmen and ordinary labourers.

One rarely sees or hears of a shop among farm cottages, and I take it that to constitute a village there must be at least one shop present. A better description would be:—"The agricultural labourers live in "groups or rows of cottages on the farms, and not in "villages or hamlets as seen in many parts of "England."

B.—I. FIFE, KINROSS, AND CLACKMANNAN.

Distance from steadings.

164. Labourers' houses are seldom more than two or three minutes' walk from the farm stable. But for the dislike that both landlord and tenant have to children running about the steadings, the cottages would doubtless be nearer hand.

With very few exceptions the cottages on a farm are occupied by the labourers belonging to that farm. I met with three cases near Alloa, and heard of others in the vicinity of coalpits, where farm cottages were sublet to persons other than farm servants. This is explained by the fact that some farmers have altered their rotation and laid a portion of their land down to grass. They have, accordingly, fewer work horses and need fewer labourers.

Farm cottages occupied by miners.

165. On two farms I found miners in occupation of cottages formerly inhabited by ploughmen, and as these numbered four on a farm of 340 acres, and three on a farm of 350 acres, I inquired into the causes which rendered it possible for the farmer to sublet. The explanation was, that formerly the ploughmen were all married, but now single men were employed, and, as they occupied the bothies, there was no need for so many cottages. The tenants also stated that the cottages were of such inferior description that married ploughmen would not occupy them. Certainly these houses were bad, but it surprised me to find that miners accepted as good enough for them what agricultural labourers refused to occupy.

General supply of farm cottages.

166. With a few exceptions the farms visited by me throughout these three counties were well supplied with cottages, and everywhere I saw instances of landlords replacing old and inferior houses with new and suitable dwellings.

Tenure of cottages.

167. Farm servants occupy their cottages during the term for which they engage to their employer. No formal notice to quit is served by either side, it being understood that when a master does not "speak to" a man, he no longer requires him, and he must leave at the next term day. On the other hand, when a servant has decided upon changing his place he informs his master to that effect, and this is equivalent to stating that at the next term his cottage will be vacant. The labourer simply occupies his cottage as a condition of his engagement. He pays neither rent nor taxes, and beyond keeping the house clean and respectable he comes under no obligations, direct or indirect, to either the landlord or tenant.

How labourers' cottages are kept.

168. This entirely depends on the character and upbringing of the housewife. I invariably found, that the houses occupied by labourers whose wives had come from domestic service were well kept and even tastefully decorated. A few cases of naturally poor and defective houses were inspected, where thrifty, tidy, superior young women, really had succeeded in establishing comfort and snugness to a larger extent than could be seen in some newer cottages occupied by families unfamiliar with the amenities of domestic life. I was so deeply impressed by the bearing that house management has on home comfort and domestic contentedness, that I made a point of visiting numerous labourers' cottages concerning which complaints were made at labourers' meetings. Many of their complaints were legitimate and well founded, but others were not so.

Groundless case of complaint.

169. At Scotlandwell, in Kinross, a ploughman held forth upon the discomfort and want of accommodation in his house, and as the distance was small I determined to see for myself how the case really stood. I found a comparatively new block of two houses, one occupied by a clean, tidy, married woman, and the other by the aggrieved ploughman, his wife and family. There were three rooms in each house, but whereas in the one instance everything was in its place, and the family accommodated in the various apartments, walls nicely papered, and plain carpets on all the floors, in the other all the beds were crowded into the kitchen, and the spare rooms used as a coal store and lumber room. The statement that the bedrooms were damp I dismissed as erroneous, for no signs of damp could be seen, and three of the four were inside walls. The occupants of this cottage were full of grievances, those next door were perfectly contented, and had not a word to say against their house.

Water supply to cottages.

170. Mr. Stewart, in his report, refers to the absence of a water supply to cottages in certain localities. Mr. McLetchie, in the same matter, states that in many cases it would be very expensive to bring a water supply to farm cottages. No doubt there are sites to

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which water could not, without considerable expenditure, be conducted, but there are others at present without a supply where the cost would be trifling. One good instance was pointed out where the supply pipe to the farm buildings passed within 40 yards of a row of cottages, while the inhabitants were forced to carry the whole supply, whether for drinking, cooking or washing purposes, a distance of consideraby over quarter of a mile.

Steady improvement and removal of defects.

Defects such as these do occur, but, from what I have seen and heard, there can be no doubt that immense improvements have been effected during the past 20 years, and before long, every house in Fife, Clackmannan, and Kinross, will be furnished with all the requirements of domestic comfort and utility.

V. The Bothy System.

Public attention at present directed to the system.

171. There is no matter connected with the agricultural labourer in these localities of greater interest to all parties, than the present and future of the bothy system. Public opinion has for years been directed to the impropriety of young men living in a room or house by themselves, condemned to all the discomforts and privations which are so closely connected with the bothy and bothy life. My experience of Scottish agriculture having been gained in a county where no such place as a bothy exists, I was in a position to contrast the system of housing young men without the presence of bothies with that where the bothy is the recognised custom of the country.

Bothies visited.

I visited between 45 and 50 of these places during my sojourn in Fife district, and I conversed with many bothy men in their own rooms.

Discomforts of bothies.

172. The description of a farm bothy, as found in Dr. Nasmyth's report (Appendix B. 1), is in no way exaggerated. Of the many bothies visited by me, I could only trace the semblance of thorough comfort in *one*, and that was only two years old, and specially looked after by the foreman's wife, who cleaned the floors, made the beds, and tidied up the fireplace *regularly every morning*.

Kitchen used as a sleeping room.

In 70 per cent. of cases I found the men, from two to four in number, sleeping in the kitchen, two in each bed, and heedless of any apartments specially provided for the purpose. In many bothies there was but one apartment, and there the men lived night and day. The beds were often not made at all. Frequently the bed clothes were changed only once in two months. Floors, walls, fireplace, tables, indeed everything belonging to the bothy room, were begrimed with dirt.

Careless habits of bothy men.

Bothy men on coming in from the fields frequently throw themselves into bed with their dirty boots on, perfectly regardless of the consequences to the bed clothes. In fact, from what I saw of bothies in Fife, Kinross, and Clackmannan, I the more readily support those who say that something must be done either to improve or abolish the system. It is useless to expect young men themselves to take up housekeeping. They soon grow used to living from hand to mouth and amid confusion and dirt. Situated as they are with their own cooking to do and very little time to do it, they are greatly to be pitied.

A better house required in the first place.

173. The first thing required is a better building. A proper house for young men should have a kitchen, with separate bedrooms opening off it. Each man would then occupy his own dormitory.

A female required to attend to the house.

A female should be in charge of the bothy, her duties being to attend to the house, beds, and preparation of meals. The bothy men should pay so much every week or month for the woman's services, and the master see that she does her work properly.

Apathy of farmers to the state of their bothies.

174. I think a great deal of the blame for the present disgusting character of bothy life rests with farmers themselves. They take little or no interest in their bothies, or the way in which their bothy men live and behave. Although they are all well aware of the unwholesome condition of the places, still they take no steps to improve matters. So long as the men turn up to work and do not cause trouble in any way, they pay no heed to how they are housed and fed.

The consequences of this apathy.

No words can be too strong in condemnation of such unchristian apathy, and to it I largely attribute the discontented and unsatisfactory spirit so much complained of by masters themselves as existing among bothy men as a class. How can it be otherwise? A house conspicuous in discomfort cannot be a *real* home to a young man brought up in the ways of modern civilization, and when there is no real home comfort the waywardness of youth with its love of excitement and change is certain to assume an intensified form.

Cleaning out of bothies as at present conducted, a mere sham.

It is true that on most farms, some pretence is made in "doing out" the bothy, but it is only a sham and nothing more. My opinion agrees entirely with that of Dr. Nasmyth in this aspect of the case. Until and unless some female is specially appointed to daily clean up the bothy, and the farmer or his wife make it their business to see that it is *regularly and thoroughly done*, no appreciable improvement need be expected.

Dr. Nasmyth's substitute.

175. The suggestion to attach rooms for single men to labourers' cottages is a good one, and if carried out would not only lead to the disuse of bothies properly so called, but be the direct means of altering the home lives and habits of the young men themselves.

Probable condemnation of bothies by sanitary inspectors.

It appears to me, from what I have seen of bothies, that the sanitary inspectors must, when they come to deal with them, condemn the majority in these three counties as insanitary dwellings and unfitted for human habitation. Anticipating this judgment, I would the more strongly support Dr. Nasmyth's proposal to attach extra rooms to cottages now occupied by steady and experienced head ploughmen, and the placing of the young men under their care and supervision.

There would no doubt be some difficulty about maintaining discipline and order at first. Young men accustomed to stay out late at night would probably object to be checked, but gradually the thing would right itself.

The bothy abolished on some farms in Fife.

176. In some few instances, large farmers, encouraged and assisted by landlords, have done away with bothies altogether. What unmarried men they employ, either board with the resident labourers or are the sons of the ploughmen and live with their parents. But where this was the case, the farm cottages were of recent construction and provided with extra rooms. These instances of the bothy superseded, were confined to the purely agricultural portion of Fife. There I found public opinion decidedly in favour of some different system, and considerable progress made on several estates and large farms in the abolition of bothies.

The class of farmers who favour the bothy system.

177. Small farmers, or men of little intellectual standing, do not see anything against the bothy system. I am persuaded that many who refused to admit the drawbacks and hardships of bothy life, belong to the class of farmers who never go near their bothy, nor care in the slightest how their bothy men live, and these men, I hold, are largely to blame for the abominations and privations which must be admitted are leading features of most bothies.

The argument used by such farmers is, that although a bothy may be a filthy place and a bothy man's life one of discomfort, still the young men like it and would not try to maintain order or cleanliness, no matter what incentive were offered. With this argument I cannot at all agree, nor can I find in it any justification for the present state of affairs.

I most sincerely join with others whose opinions are of weight, in hoping that the day is not far distant when in Fife, Kinross, and Clackmannan the bothy system will for ever have disappeared.

VI. Gardens and Allotments.

Gardens.

178. All farm cottages have gardens attached. These are sometimes in rear, sometimes in front, and sometimes to right or left of the dwellings. In general, gardens belonging to a row of cot-houses are not separated by any fence. Each cottar has his plot, and no disputes arise as to landmarks.

Size.

The size may be said to vary from 200 to 500 square yards. Gardens extending to one rood are by no means so numerous at the present day as they were 25 years ago for the following reason. Long ago there was not the same opening for the families of the agricultural labourer to obtain employment away from their parents' abode. Facilities for reaching labour centres were few and far distant. The farm servant, accordingly, had more persons to provide with food and smaller wages to buy food with. The value of a garden was no small matter at such a time, and there were plenty hands to cultivate it.

Of late this has changed. Cottage gardens have ceased to bear much importance. There are no idle hands, no lads hanging about who could see to the digging and cultivation of a large garden. The labourer himself returns from the fields a tired man, indisposed at any time of year to tackle the tilling, planting, or weeding of a large garden.

It is the prevailing custom among farmers to give part payment to their men in the form of potatoes, either in bulk or in the drill. The labourer does not

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look to the produce of his garden for his main supply, but he utilises it either wholly or partly for growing cabbages, carrots, onions, leeks, savoys, or curly greens. A plot of early potatoes such as ash-leaf kidneys, American early rose, Beauty of Hebron or Flounders is planted in spring, and these are used until the master's field crop is lifted and their allowance handed over.

Some labourers attach almost no importance to the presence of a garden. Many a case came under my inspection where the half of a small garden was entirely neglected, and neither dug nor cropped. The labourers admitted that there was no difficulty about getting farmyard manure, for they had only to ask for it and the master would give it, but they felt the work of "delving" to be a botheration, and they appeared to think that "the game was not worth the candle."

In this district there are few men who could be hired to dig and plant a labourer's garden. This is a common thing in some parts of England and Ireland, but the men available for such purposes are as a rule casual labourers who earn their living by "jobbing" from place to place. In these parts of Scotland there is a remarkable absence of casual labourers. Whenever a man leaves regular service in the country he makes for a town or a railway, never entertaining the idea of setting up as a jobbing man.

Cultivation.

179. Insufficient attention is paid to the cultivation of cottage gardens. Autumn cultivation, *i.e.*, the laying up of the soil to the winter frost is neglected. After the removal of the potatoes, onions, &c., the land lies undisturbed till spring, when it is manured and planted without any preliminary operations. I had no opportunity of forming an opinion as to the attention paid to summer weeding and hoeing, but from information received from general sources, there appears to be a want of energy among the agricultural labourers in this important branch of gardening.

Whenever I heard of a man whose garden was well kept and productive, it often turned out to be the wife who did the work.

I had good testimony to the influence exercised by an active and thrifty young wife from a ploughman in Kinross, whose garden was very nicely laid out and evidently well cared for. He told me that his wife made it her business to hoe the crops in the summer evenings, and he used to give her a hand just "for company's sake and because he didna like to be doing nothing when she was working."

System of management.

180. I fear there are too few wives of this kind, hence too few well managed cottage gardens. The system upon which cottage gardens are worked can hardly be definitely stated. As a general rule, the plot is divided into two, one-half planted with potatoes, the other devoted to other vegetables. The crops are planted time about, so that potatoes occupy the same land every second year. But some labourers divide their gardens into three. One-third is under potatoes, one-third cabbages and onions, and one-third fallow for a year.

Consequences of potato disease.

181. Many complaints were made of the severe consequences of potato disease upon the crops grown in labourers' gardens. It was stated by farmers as well as labourers that disease often destroyed the crops in these gardens before the fields showed any sympton of blight. This we can easily understand. The early varieties planted by cottars are poor resisters of disease. The soil is "potato sick," and too little attention is paid to regular change of seed.

Absence of fruit trees and bushes.

182. I was somewhat surprised by the absence of "berry bushes" in the cottage gardens of these three counties. In the south of Scotland many of the resident labourers have gooseberry and currant bushes in their gardens, the fruit from which is used to make jam. In Fife I saw very little of this.

One could hardly expect a labourer occupying a farm cottage for an indefinite term to plant fruit trees or small bushes out of his own money, but knowing, as we do, the value of such things to the labouring classes, and bearing in mind the fact that ploughmen's wives are in the habit of regularly buying jam from grocers, I think farmers would do well to have a few fruit trees and bushes planted in their gardens. Little attentions on the part of the employers seldom return unto him void, and this would be a simple and inexpensive way of improving the circumstances of the labourer, and promoting the friendly feeling which ought to exist between master and man.

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Labourers declining extra land for garden purposes.

183. With respect to the size of garden, many who interest themselves in the condition of the agricultural labourer express the opinion that their gardens are not large enough. In theory this may possibly be true, but it is certain that there have been many cases in Fife, Kinross, and Clackmannan where farmers have offered additional ground, and whatever manure might be required to enrich the soil *free of all charge*, and the offer been declined.

No complaints were made by the labourers about the smallness of their gardens, on the contrary I was frequently told by the men themselves that what they had was more than enough.

The question of allotments in Kinross Co.

History of the Scotlandwell and Kinneswood "pendicles."

184. In each of these three counties I found specimens of what are called "crofts and pendicles." At *Kinneswood and Scotlandwell in Kinross* the householders in past years almost all had "pendicles." The history of these pendicles, as detailed to me at a labourers' meeting at Scotlandwell, dates back many years. Both of these villages were formerly seats of the hand loom industry, and to persons so engaged, the possession of a pendicle was of special value. Small portions of land were accordingly allotted to such persons as desired them, in extent from one to three acres. They were sold to the villagers subject to a feu rent of 1*l.* per acre per annum. Subsequent to this, a considerable area of low-lying moss land was offered rent free to such persons as were willing to re-claim it. By the making of a large cut, the level of Loch Leven was lowered and a fall for drainage created, which made the reclamation of adjacent land, formerly liable to flood, possible, and this land was placed at the disposal of the weavers of those villages. A few accepted the offer. One man gave evidence before me to the effect that he had a house in Scotlandwell, three arces of upland besides his house, for which he paid rent at the rate of 1*l.* per acre, and 12 acres of lowland rent free.

Decline of hand loom weaving and pendicles.

But the pendicle system at Kinneswood has died out, and at Scotlandwell it is gradually dwindling away. The hand loom has not competed successfully with the inventions of modern science, and the pendicle system, once an important factor in the welfare of the weaver of these villages, has fallen into disuse and disfavour.

Feeling of the labourers with reference to allotments.

185. The opinion of the labouring classes in Kinross was that allotments were useful and valuable to shopkeepers, railway servants, or poor men living in towns and without gardens, but that they would be of no use to, and were not wanted by, farm labourers who occupied cot-houses and had potatoes from their master and a small garden along with their cottages. Without a single dissentient voice it was stated that, unless the allotment was large enough to keep a pair of horses at work all the year round, it would be rather a curse than a blessing. Furthermore, it was admitted that a farm of 50 or 60 acres (and this acreage was allowed to a pair of horses) could not be worked or stocked without a capital of 300*l.* or 350*l.*, a condition with which no agricultural labourer could comply. The more the question of allotments was discussed in the county of Kinross the stronger the opposition grew. Labourers openly said, that they did not see how they could render satisfactory service to masters when interested in a small farm of their own. They are perfectly wide awake to the fact that agriculture is not now a profitable occupation, and although it was frequently said that "the farmers would do better if they employed more labour," still the whole of the evidence given went to prove that the agricultural labourer has no desire to change his present position of a paid servant to that of a peasant holder or small farmer.

Arguments used by labourers against allotments.

In Clackmannan.

186. In Clackmannan county there are crofts in the vicinity of Tulliebody, but these are in the hands of a few persons who reside in or about the village and are engaged in trades apart from agriculture. One young man attended the labourers' meeting at Tulliebody and gave useful evidence on the subject of small holdings. His father had 40 acres of land, but the larger portion was his own property. Being within easy distance of Alloa town the holding might almost be called a market garden, and accordingly not a suitable subject for general comparison. However, the facts brought out all went to show that the persons who were living on the profits of these crofts were financially not so well off as the agricultural labourers pure and simple.

No desire for allotments

In Clackmannan there is no demand and no desire whatever for allotments. The views of the labourers were altogether opposed to the idea and the arguments

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B.—I. Fife, Kinross, and Clackmannan.

lodged against the suggestion were similar to those already advanced in Kinross.

Opinion in Fife.

187. In Fife the same reply was made to the question "Is the supply of allotments adequate to the demand?" "We don't want them, they're no use." "Nothing "under 50 or 60 acres would be of any benefit, and that "would take far more money to stock than any "ploughman has."

The pendicles at Leuchars.

188. Close to Leuchars there are pendicles. Mr. Flockhart (Appendix D4) stated to me that of the 42 tenants of Leuchars pendicles *not one* is an agricultural labourer, nor has any application for a pendicle been made by an agricultural labourer. About three years ago many applications were made for small plots near Leuchars village, but the applicants were either shopkeepers, mill workers, or railway servants. Mr. Flockhart pointed out that at the large rents given for these small bits of land, landlords would be only too glad to provide allotments, but except among townspeople there was no desire for them.

Cultivation of pendicles and crofts.

Most of the pendicles are worked on the basis of a six course rotation, viz., oats, fallow crop, wheat, roots, barley, hay. But two white crops frequently follow one another, and, as crofters do not often farm highly, the second crop is generally a bad one. The management of these small patches is mostly in the hands of persons who have little knowledge of farming, and the appearance of crofts in general is very wretched when compared with the larger farms in the district.

From what I have seen of small holdings here and elsewhere, I fail to see that an increase in their number would be to the general benefit of the labourers. Nor do I anticipate any immediate alteration in the views which the men themselves strongly hold upon the subject.

Potato ground provided by farmers.

189. The labourer resident on a farm either receives a stated quantity of potatoes or so many lineal yards of a drill. In Fife 1,600 yards is the quantity usually given, and this, where 28-inch drills are made, is 1 rood and 45 yards.

Culture of the men's potatoes.

The farmer tills and manures the soil, the servant finds his own seed and plants it in the drill opened by the ploughman. The master does all the horse work connected with the after culture of the crop, the servant being expected to attend to the destruction of weeds and hand hoeing. As generally happens, the servant is relieved of this, and when hoeing his own crop the master has his men's drills done, so that the moulding up may be completed without having to send a ploughman back for a few minutes' work on drills which were late of being cleaned.

Harvesting of the crop.

The labourers' wife helps herself to the potatoes in her own drills as she requires them, and in October the crop is harvested, sometimes by the master ploughing them out, and the labourer's wife and family gathering them, or else by the labourer unearthing them with a fork before the master harvests his own. The produce of the servant's potato drill is carted by the master, and stored either beside the cottage or on the field. When change of seed is required the farmer often lets his men have some of his own at a low price.

Cows.

190. In these counties only stewards and shepherds have cows, and said cows are the property of the master. The farmer sets apart a cow for the man, feeds it both summer and winter along with his own, and the servant gets all the milk. The wives of the men attend to the milking both night and morning. When a calf is born it is reared on its mother's milk for a fortnight at least, more frequently a month, when the master takes it over. No conditions are imposed upon the steward as to the disposal of the milk. At Insch, Mr. Kay's steward gets the full use of two fine cows, and he sells milk, not only to the ploughmen on the place but to people in the neighbouring village of Kincardine.

Many masters make a point of renewing the cow when her milk begins to run short. Where such is the case the value of the perquisites cannot be short of 18*l.* a year.

How they are fed, summer and winter.

The cow pastures or "gangs" are generally old grass fields with trees for shade and shelter, and watered either by a stream or supplied with pump water.

In winter the cows are housed and liberally fed with roots, cake, hay, or oat straw. The men's cows are fed on similar food to the masters, and no complaint was made to me on the subject. The stewards often admitted that they had the best cow in the byre.

The Agricultural Labourer. Live stock.

191. On most farms there are pigstyes for each cottage, and the labourers keep a pig. They are bought as "shotts" from two to three months old, and fed from spring to about Christmas, when they are slaughtered and cured for family use. No brood swine are permitted.

In some places pigs are forbidden, masters suspecting men of taking for them what is their property.

In a very few cases masters permit their men to keep hens, but the labourers seldom avail themselves of the liberty unless they are also allowed the run of the steading and stackyard, a privilege not likely to be granted.

Bees.

Hardly such a thing as a skep of bees is to be seen in a labourer's garden.

VII. Benefit Societies.

Not popular.

192. Benefit societies have never become really popular in these localities, and few of the agricultural labourers belong to any.

The Prudential Life Insurance Company has, however, a large membership, and in Clackmannan most of the farm servants insure in it. A payment of 1*d.* per week or 4*s.* 4*d.* per annum for such as are insured in youth entitles the parents by whom the premium is paid to receive a sum of 9*l.* 17*s.* at death. The Prudential is a registered company.

Some few labourers are members of the Foresters Society, but the fact of agricultural servants being engaged by the year and paid whether at work or confined to the house by sickness, renders it unnecessary for them to seek the benefit of societies.

Co-operative societies have greatly extended of recent years, and in every town in Kinross, Clackmannan, and Fife a branch will be found. Labourers' wives say that the articles sold by the societies are of superior quality, and although the prices charged are no less than those of other shops, still a bonus is given at the end of each financial year, which is greatly appreciated.

VIII. Trades Unions of Agricultural Labourers.

The Ploughman's Union.

193. The Ploughman's Union is the only example of a trades union which exists in any of these counties, and up to the present time it does not appear to have made great progress.

Among the steady experienced labourers the Ploughman's Union is regarded with distrust and suspicion. They expressed their opinion candidly on more than one occasion to me. From what I learned with regard to the purposes of the union, I am of the belief that it has already caused mischief between agricultural labourers and their masters.

Its purposes and projects.

The objects of this union appear to be to shorten the hours of labour, introduce holidays as rights and not privileges, do away with portions of the farm servant's daily routine of work, abolish yearly and half-yearly engagements, alter the systems of payments, and all this without any recompense or compensation to the employer. The doctrine of the union is, I think, an extravagant one. The farm labourer is represented as being "oppressed" by his employer, and subjected to hardships unknown in other industries. I have no reason to believe that such is the case.

Extravagant doctrine of the union.

Its one-sidedness.

The leaders of the union appear to me to put only one side of the question before the labouring classes. They seem to forget that the employer must live as well as the employed. And from what was stated by its adherents at labourers' meetings, there is too much ignoring of the fact that within the last 20 years the condition and circumstances of the agricultural labourer have immensely improved, his earnings increased, and his housing undergone a marked change for the better, while others interested in land have sorely suffered.

The union calculated to disturb the relations of master and servant.

As the result of many interesting conversations with supporters of the union, I am fully persuaded that while in some points their endeavours are praiseworthy, in the main they are calculated to spread dissension and discontent where peace and contentment at present reign, and that they are attempting to obtain by means of agitation, concessions and privileges which employers have evinced a readiness to grant *de sua sponte* and without pressure from without.

The Ploughman's Benefit Society.

194. In immediate connexion with the Ploughman's Union, there is a benefit society for farm labourers. It

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is an admirable institution and worthy of support. Its object is similar to that of the Foresters and Oddfellows Friendly Societies, and the system of management as described to me by local secretaries leaves nothing to be desired.

While doubting the propriety of the union in so far as it proposes to interfere between master and servant, and stating my candid opinion that it is calculated to cause disruption and dispute, I heartily approve of that portion of the organisation which offers to the labouring classes the advantages of a benefit society on reasonable terms.

The union is at present endeavouring to establish branches in Fifeshire. How far it may succeed remains to be seen. Among the men who are married and comfortably settled, I do not think it will grow in favour, but it may gain the confidence of young men whose experience is limited and fancies easily tickled.

Strikes and lock-outs.

195. There have been no strikes among the farm servants. So long as yearly and half-yearly engagements prevail and piece-work be neglected, strikes can hardly be anticipated. Of late the value of agricultural produce has been steadily failing, while wages have not followed a similar course. There has, therefore, been no opportunity nor cause for strikes.

IX. General Relations between Employer and Employed.

Relations not so good as in former times.

196. Although the relations between master and man are often far from being of so friendly a nature as once existed, still I do not think that everywhere a bad feeling exists. There are certainly disputed points and many occasions where differences of opinion arise to disturb the union of heart and interest which should be a leading feature in the relationship of employer and employed, but among the better class of labourers and farmers I always found unmistakeable evidence of mutual respect and friendly sympathy.

Farmers accept the change of labourer's position and make the most of it.

The intelligent farmer recognises that agriculture cannot now be conducted on the old lines of 30 years ago. He accepts with comparative resignation the fact that the labourer's position and entitlements are very different now to what they were, and in spite of the straits in which they themselves were placed, I found numerous instances of masters bearing testimony to the high character of their employees. It was frequently said "the labourers are good enough men if they are "let alone, but when they allow themselves to be "carried away with the absurd ideas that agitators "and newspapers trade upon, they become unsatis-"factory and difficult to manage."

Much depends on the affairs and the position of the employer.

As has already been stated, a great deal depends on the position of the master. Some hard up farmers expect more from their men than the men are prepared to give. It so happens that many of the farmers who complained most, held land near competing industries, such as coalpits and factory towns, and there a restless and discontented spirit pervades the agricultural labourer.

Lack of confidence in young men on the part of employers.

197. There can be but little doubt that among the younger men, a careless spirit exists. Their hearts are not in their work. Farm labour is regarded by them as being something of a low type. They long for town life, and make no concealment of their love for spending several nights in the week about the town. This is especially true of bothy men, many of whom told me that they preferred bothy life to living with their parents, simply because of the opportunities afforded for enjoying themselves after working hours. Under these circumstances it is not easy to expect that masters should exhibit implicit confidence in their men.

How some labourers delight in changing from farm to farm.

198. On all sides masters complained of the difficulty in getting men to stay for a second year or even half year. For no other reason than the love of shifting about, the unmarried men will leave one farm and go to another. Even among married men the love of changing places prevails to an extent not easily understood. One would think that a married man would hesitate before leaving a situation and a master against whom he had no complaint and going to another place to which he was a stranger. But the labourers do not see any objection to it, and in many cases they are forced to flit by their wives.

Labourers' wives often at the bottom of the mischief.

Numerous examples were related to me of ploughmen throwing up good situations and going to inferior cottages on another farm, for no other reason than the wife's unwillingness to remain beside some other man's wife. They begin by being very great friends, then petty jealousies either with reference to their husbands or children arise, and finally open warfare ensues. One or other must flit, and it is an admitted fact that some wives volunteer to flit regardless of consequences, and blind to the weal and happiness of their husband and family.

It may be argued that a husband's authority should deter a quarrelsome and shifty wife, and no doubt in some cases it does, but whenever one hears of a "decent steady man with a besom of a wife" it invariably follows that the unfortunate man is dragged from farm to farm, ever seeking rest and quietness, but finding none.

I draw particular attention to this phase of the labourer's life, because although farmers are well aware of the causes which frequently give rise to flittings, yet they complain, and justly complain, that the extent to which the habit prevails has damaged the friendly feeling which would otherwise exist.

Cases where the husbands alone are to blame.

But there are many instances of ploughmen who flit every term much against the inclination of their wives. Such men can give no reason for the habit. If asked "what is your object in leaving a situation against "which you have nothing to say," they will reply "I "dinna ken, I was getting tired of the place and "thought I might better myself."

Looking at it impartially, I think masters are suffering no small loss and inconvenience from the fashion of periodical flittings, and I was assured by many that there was no inducement to employers to interest themselves in the affairs of their men, because "no "matter what you did for them they were off at the "next term day." Servants who fall into the habit of changing masters every year, take no interest in the affairs of the farm to which they are temporarily attached, and I am clearly of opinion that farmers are fully justified in drawing a comparison between the behaviour of the contented labourer of 20 years ago and the unsettled shifty man of present times, which comparison is unfavourable to the latter individual.

Less changing places in the purely agricultural district of Fife.

199. On the fine farms of Fifeshire, where agriculture is the leading industry and factory towns at a distance, complaints on this score are less frequent than in the mining districts. Here the relations between master and servant are more satisfactory, and the consequences of a better feeling reveal themselves in various ways.

Firstly. The wages are higher. *Secondly.* The cottages are better furnished and better kept. *Thirdly.* The labourers are more efficient servants; and *lastly* there is more give and take and fewer disputes and fallings out between the farmer and his men.

In some parts of Fife the bothy system, which is inseparably connected with an unsettled life, has been superseded, and the desire of labourers to get cottages where they may settle down for a term of years is heartily reciprocated by their masters.

Unsettled condition of the labourer elsewhere.

In Kinross and Clackmannan and the mining districts of Fife, the mind of the labourer dwells not on "settling down" but on "rising up." And wherever this is the case, we look in vain for a truly cordial feeling between man and master.

Sulky spirit among the labourers, as admitted by grieves.

200. A great deal was said to me about the sulky behaviour of the men, and the grudging spirit displayed at times of unusual importance.

The complaints of farmers were verified by some of the grieves whose opinions I sought. Many instances of the way in which this showed itself were quoted to me. One in particular is worthy of notice. It appears that many ploughmen rather than work 10 minutes after "loosing time" will leave a small corner of a field unharrowed or unploughed. They say they are "paid to work till 6 o'clock and no longer." Now, it is known to the men that the few minutes required to finish the field is not much to them but a great deal to their master. Did they finish the job there and then, no going back would be required next day and much time saved to the master. Moreover, they are well aware that in return for the obligation the farmer is ever willing to give as much as he got. From many quarters I heard of this hard and fast line, and as it is of comparatively recent adoption, employers cannot be blamed for attaching to it a significance over and above the mere value of the work itself. As in other things, I heard more complaints of this in districts where agriculture was of secondary importance than in east or mid Fife.

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Causes which have destroyed the relationships.

201. Farmers, as a rule, experience a decided falling off in the quantity of labour performed by their men. Many, indeed, say that the men of to-day neither work so well nor so diligently as of old. They perceive a growing feeling of independence, which they say is of recent origin and calculated to still further increase under the tuition of certain newspapers and unions.

They are eye witnesses to the drifting away to towns of the superior men and women and the remaining in the country of the worst members of families. All these things happening while the profits of farming are receding, yet the wages of the labourer increasing, tend to excite suspicion and create distrust, and in those localities where the labourers come in contact with the miners or townspeople, it is perfectly apparent that the relations between farmers and their labourers are strained.

Kindly disposition of masters through it all.

202. And yet amid it all I ever heard the farmers speaking in kindly terms of their men. Although there were numerous occasions where bad treatment by the men were referred to, it was always accompanied by some explanation or excuse for the men. I could not but feel that if only the men would cease from changing about, give up trailing away night after night to towns, take an interest in their work and show their sympathy with their masters in these adverse times, the old affection and the old friendly feeling would revive. "Poor chaps, they are led away and don't know what they want," was often said to me. Although the employer realises the fact that farm wages are disproportionate to farming profit, still I do not believe that he thinks the less of the labourer on that account.

Evidence from prejudiced labourers not to be taken as worthy of entire credence.

203. Were I to judge of the manner in which the labourer regards his master from the evidence occasionally given at labourers' meetings, I should be doing injustice to the majority of the labourers themselves. Unhappily there are in many parts of these three counties certain individuals at enmity with masters as a class, and these were always ready to condemn wholesale farmers, factors, and landlords. At one of my meetings in Kinross, farmers were said to be "a bad lot all over and living by oppressing their servants." Statements of this character invariably come from persons whose histories do not bear strict investigation. For example, the man who called all farmers "a bad lot," was discovered to be an inveterate idler who only worked at odd times, and had been almost a vagrant for six years.

Unreliable evidence from bothy men.

Bothy men are also given to make general accusations, which, when traced back, point to their own loose manner of life.

Treatment of a farmer who desired to improve the condition of his bothy men.

One large farmer in Fife described the treatment he received from his own bothy men as a fair specimen of what a master must be prepared for if he tried to do his duty. The gentleman in question was anxious to assist his bothy men to a comfortable mode of life, and he used to make frequent visits to see that the bothy was clean and the beds made by the woman appointed for the purpose. The bothy men evidently resented this course, for seeing him go into the room one day, they locked him in, and when letting him out after an hour and a half's confinement they informed him that he had no right to go there, and that if he did not cease from meddling in their affairs, they would leave his service.

But the statements made by discontented men at public meetings must not be taken as true indications of the feeling of servants towards their masters. Any wild expressions of distrust and dislike should be, and, so far as was in my power, were, thoroughly examined before any value was attached to them.

General review of the relations between employer and employed.

204. On the whole the agricultural labourers are not as a class ill disposed towards their masters. To say that they are as a class well disposed, would be, in my opinion, incorrect, for numerous grievances were submitted to me, each and all of which shall be referred to in subsequent paragraphs, and the very presence of which betrays the existence of a feeling far from friendly or warm. Here again a distinction must be made between the three sub-divisions included in this report. In the agricultural division of Fife, and on the larger farms throughout the three counties, the labourers spoke in kindly language of their employers. Although, all over the district they have some demands to make, still it was easily seen that at heart they had nothing serious to say against their employers, and in private conversation there was a very different story told to that which one heard from 80 or 90 in a schoolroom.

The effects of good cottages on the disposition of the men.

Wherever the cottages are good and the wage fair, married men are quite attached to their master's interest and a cordial relationship is maintained.

Wherever the cottages are bad and the farmer in poor circumstances, the men are discontented and restless, and only too ready to lay the blame of their unhappy condition at the door of the farmer.

Another evil arising from the bothy.

With respect to unmarried men, the relationship between them and their masters is distinctly strained. And there is no wonder. Between men who live in the manner described in connexion with the bothy, and the master who suffers from their habits of change and unpunctuality, real confidence cannot exist, nor does it.

I am afraid that a good many masters and men are pulling against one another at present. Frequently farmers would say "there's something wrong with the men, but I could not exactly tell you what it is." This I generally found, on cross-examination, referred to unmarried men.

A serious evil in wanton breach of engagement by labourers.

205. Certainly the behaviour of agricultural labourers in the matter of engagements is most improper and unfair. If things continue as at present, farmers in some localities will be compelled to combine for self protection. The grievance consists in this:

Explanatory.

Farm servants in Fife, Kinross, and Clackmannan are engaged at the hiring markets held between the end of July and beginning of November. The term day is now November 28th. It has become a frequent habit among servants, and especially single men, to ignore engagements made and duly executed according to custom.

A man will engage himself to a farmer at Kinross Market on the 4th Monday of July, accept "arles," and, probably before the day is over, go and engage himself to a second master, again receiving arles. I heard of several instances where the arles were returned by post, but as a general rule they are pocketed.

During the long interval between hiring market and term day, an unscrupulous servant may engage and reengage, to farmer after farmer. One person was discovered to have been "fee'd" by five farmers in one day, and in the end he refused to "go home" to any of them.

The men have discovered that farmers have no effective redress against them, and every year the habit is spreading. Prior to the passing of Dr. Cameron's Act, the servant who committed a wilful breach of engagement was liable to imprisonment, but now there is no such deterrent. I heard of some married men refusing to enter upon service because the cottages were not as good as they expected. This decision was arrived at long after the hiring market, and the consequence was that the farmers were in the awkward position of having lost their men and being unable to get others to suit.

Helpless position of farmers.

It was stated to me by farmers in every part of this district that "no master could be certain of a farm labourer coming home." On 28th November 1892, I happened to be in Clackmannan, and, when looking for information upon this point, a gentleman told me that he had engaged a young man at Falkirk and given him 5*s.* as arles, but from what he had subsequently heard he was afraid he had seen the last of him. A few days after this, the gentleman called to say that the servant never came and he must advertise for another man.

If servants would even intimate to farmers their intention to look out for another situation the position would hardly be so awkward, but no such intimation is given, and the unfortunate master remains in the dark until the term day, when the servant either arrives or does not arrive, as the case may be.

The labourers themselves are prepared to admit that breaches of engagement are common now, and the more experienced and intelligent, invariably express their disapproval of such conduct, but among the younger men the idea seems to be that since the law allows them to "better themselves" without fear of punishment, it matters not how the farmer fares.

A solicitor consulted upon the subject and counsel's opinion obtained.

The whole question appeared to be of so great importance, and so numerous and clear were the representations made to me by employers in every part of the district, that I consulted with Mr. Davidson, solicitor, Cupar-Fife, with a view to finding out what, if any, steps had been taken by employers to protect themselves. Subsequently, I stated the case to Mr. Tait, advocate, of Edinburgh, and obtained his opinion

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in writing. This opinion is printed *in extenso* in Appendix B3.

Legislation required.

207. Mr. Tait's statement indicates that were the law so altered as to revive the position of master and servant as it existed previous to the passing of Dr. Cameron's Act, the agricultural labourer could no longer carry on this dishonest system of breaking engagements with impunity, and I would merely add, as the result of my own investigation into what is actually taking place, that some prompt and decisive legislation is required to put an end to this growing misdemeanour.

Were it but felt that a person could not wilfully break his engagement or deliberately throw it aside to suit his own likings, without rendering himself liable to punishment, the evil habit would quickly disappear. At present the law possesses no terror for such as be dishonestly disposed, and it is too apparent that these individuals are an increasing body.

No other particular grievance lodged by employers.

With this exception employers laid no other grievance before me, and the general opinion is that if some check were put upon wilful breaches of engagement the relationship between the two classes would be much improved.

Entire absence of written agreements at hiring time.

208. It is a strange fact that at hiring time in these counties no form of agreement is in use. Everything is verbal, and although at times a note is taken by the farmer of the various items of wages and perquisites agreed upon, no record is taken by or given to the labourer. This, I think, requires alteration, for many instances were related to me of masters and men subsequently differing not only as to the wages agreed upon, but the work to be performed. Farmers, when the matter is quietly brought before them, are ready to admit the seeming absurdity of the present custom, and the labourers invariably expressed themselves as prepared to support the introduction of stamped forms of agreement. Were some alteration made in the laws which apply to employers and employees, it would probably follow that verbal contracts would be superseded by written, signed, and stamped documents. The great benefit likely to accrue from such a course should not be overlooked.

X. Labourers' Grievances.

At the various public meetings of *bonâ fide* agricultural labourers held by me, objections were lodged against certain practices now usual, and suggestions made to introduce new methods hitherto unknown in the district.

The 8 p.m. stable hour.

209. Objection was freely expressed against the stabling up of work horses at 8 p.m. The men complain that in winter they must return to the stable from their homes, and that this is a hardship to them. They contend that the horses could be well groomed and fed on their return from work, say from 4.30 to 5.33, and that if that were done they would have the evenings to themselves. They admit that in the interest of the horses some one should look through them at 8, but they say it is no advantage to defer the grooming till that hour. They would not object to taking turn about to go round the horses in company with the master or farm steward.

Contentions of ploughmen.

Different customs among farmers.

Some masters have of their own accord abolished the 8 o'clock hour, except for a few weeks in the dead of winter. Others have abolished it altogether, while the older and more experienced farmers of Fife keep it up, and are strongly opposed to making any alteration.

No great merit attached to the 8 p.m. hour.

My own experience has been to the effect that although farm horses should not be watered or fed immediately on return from the plough, still there is no pronounced advantage in deferring the evening grooming or ration till 8 o'clock.

What some masters say in defence.

Some masters say that the mud is wet when the horses come in, and that to attempt to clean them then is only making a sham of what ought to be a reality. No doubt there is much truth in this, but I am of opinion that even at 8 o'clock the horse which was ungroomable at 5.30 is still in the same condition.

This I have observed in the case of my own horses, and I quite agree with what was stated by the farmers who have had several years of experience with an earlier stable hour, that in winter horses can be best groomed in the morning when the mud is thoroughly dry.

Compromise suggested by Assistant Commissioner and generally approved.

As a compromise I suggested to farmers that the 8 o'clock hour might be changed to a 6 o'clock hour all the year round. It is undoubtedly a hardship on a ploughman to have to leave his fireside on a cold, wet winter night, pull on his boots, and trudge away to stables for three-quarters of an hour, and all to do some work which is of no practical use or value to his employer. I think farmers as a whole are willing to admit that this grievance might be, if not entirely removed, at least mitigated, and at a meeting of employers we agreed that the mutual interest of farmer and ploughman would be served by:—

"Suppering and doing up of horses one hour after their return from work, but never before 6 p.m."

In summer the horses are mostly turned out to grass at night, and masters do not as a rule ask ploughmen to stay longer about the stable than is necessary for the horses to eat their evening feed of oats.

The alteration above suggested would make no difference in summer, but in winter the ploughman would get home once and for all, and the having to turn out at a late hour would no longer be necessary.

Within the past five or six years many farmers have adopted hours similar to those indicated by my suggestion, nor have they suffered by so doing. There is no reason why others still holding out should not meet the men in the same way, for undoubtedly the 8 o'clock hour is a great hardship on farm servants.

Ploughmen having to do cattlemen's work before yoking time.

210. On some farms the ploughmen are expected to assist the cattleman in his morning work. In winter between 5.30 or 6 a.m. and daylight, they remove the manure and soiled litter from the byres, either by barrow or fork, before going to horse work. This is felt to be a grievance by the ploughmen so treated,

If a master insists upon a person engaged expressly to look after horses and nothing else, undertaking a cattleman's work in addition, he is, I think, acting wrongly, but if the terms of engagement bind the ploughman to clean out the byre in winter mornings, the servant is himself a party to the act, and has only himself to blame. In by far the greater number of cases the ploughmen either distinctly agree to do this extra work in consideration for the short winter days, or they go to a farm prepared to follow the custom of that farm.

Several ploughmen declared that their masters did not mention cleaning out byres at the time of hiring, yet directed them to do so on entering upon service. The masters say the reverse. In the absence of any written agreement, it is impossible to tell who is right and who wrong. No such misunderstanding could take place were Mr. Tait's recommendation to have all engagements in writing to be made law and become custom.

The mowing of grass before going to work in summer.

211. When the horses are fed on grass in the stables in summer, it is necessary for some of the ploughmen to adjourn at 5 a.m. to the field and mow, gather, and cart what grass is required for the day. The men object to this, giving as their reason that it is a wet job, and often leads to damp stockings and consequent colds. Moreover, they say that the farmer has no right to make them find or bring in the food for two horses at unreasonable hours. They would have him send an "orra man" to the field and relieve them of the work. Masters hold that it is part of the ploughman's duty to cut grass for horses in summer, and that they are only following a custom which has existed for generations. If grass were a material which might be kept for 12 hours in good preservation in its green state, some way might be discovered for either relieving ploughmen of this job or of rendering it less irksome. But green grass rapidly ferments when thrown together or bleaches if left in the swathe. It is for the benefit of the horses that the grass should be given freshly cut and full of moisture, and as no suggestion was made by either master or servant, and no plan occurred to me by which ploughmen might be relieved of this work without the horses suffering, I see no reason for advocating a change of custom.

Holidays wanted every week or fortnight.

212. Farm servants complain that they have not enough holidays. At present there are three days in the year regarded as "statutory" holidays, and in addition to them the men get days to themselves, when there is nothing urgent going on. These extra days the farmer gives or withholds at will. It may be said that over and above the statutory holidays at least three days are given for relaxation and recreation entirely out of the good will of the employer. The labourers admit this, but they object to the necessity of asking for holidays which may be refused, demanding on the contrary holidays at stated periods as their right. They consider themselves entitled to a half holiday every week. In some instances a half holiday every

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fortnight was mentioned. These holidays, along with the three now called statutory, the men wish to have as rights beyond doubt or dispute. Moreover, they claim to be paid for all holidays to the same extent and in the same manner as for working days. As things exist at present, the farmer pays for at the lowest estimate six days a year during which no work, whether by man or horse, is done. This is something of the nature of a tax upon his liberality and good will, but once allow a weekly half holiday, and you create 26 new holidays, which, added to the three statutory days, makes a grand total of 29 whole holidays.

What a weekly half holiday would cost the farmer.

When ploughmen are away the farm horses stand idle, a weekly half holiday therefore means 29 days of horses, men, and women lost to the employer. To a farmer of 400 acres in Fife this would mean a loss of 29 days at 5*l.* per day = 145*l.*

If the labourers were prepared to forego their wages when not at work, and in return for these holidays, the advisability or feasibility of the matter might be considered, but there is no such proposal, and in my opinion the demand for such a serious amendment of habit and custom *does not*, in its present form, come within the range of practical solution. The labourers in expressing their wishes and expectations to me, were apparently oblivious of the consequences to their employers of such an increase in holidays, and forgetful of the many advantages they possess in comparison with servants in other industries. They forgot that in Fife a farmer often pays a ploughman for six weeks or two months when confined to the house with sickness; that great as would be the immediate vexation to the employer of seeing all work at a standstill while paying as if it were steadily going on, that would be a mere trifle compared with the loss from such operations as sowing or harvesting corn, saving hay, lifting potatoes, carting turnips, covering potato pits to protect against frost, &c., being delayed for even five hours.

The employer's interest never considered by the advocates of weekly half holidays.

This phase of the question I invariably put before them, but got no satisfactory reply. Some said "the "farmer could nicely afford a half holiday, and if his "work were going to suffer he could get more men and "horses." Others, with more discretion, said that "they "would not look to get away when there was any great "urgency on the farm." At most meetings where the question was discussed no reply was given, either good or bad, to the question "what is the farmer to get?" If farm servants with an unquestioned right to a half holiday every Saturday, having made engagements to visit some friends or neighbours, are told by the master on the morning of the half holiday that "he is afraid of "rain and they must stay on the farm and put up the "hay," the probable answer in some, and certain in many, cases would be, "unfortunately we are engaged "to go to such and such a place and can't alter the "arrangement, besides, we don't think it looks at all "like rain."

Absurdity of the proposal.

Any such theory as a set half holiday to agricultural labourers cannot be defended until some way is discovered of conducting field work in defiance of the weather, and securing to the farmer immunity from the loss attached to sprouted corn and frosted potatoes.

In some few cases a set half holiday every fortnight has been tried by tenant farmers, but disputes and differences of opinion as to when the master's interest was at stake arose continually, and the thing was discontinued.

How half holidays would injure the men.

There is another way to look upon half holidays, and it was revealed to me by a young man at a labourers' meeting. He said "If we are paid up every other "Friday night then the fortnightly Saturday holiday "would be some good to us, but not unless." On being asked to explain himself he added, "if we "had no money there would be no good in our going "to town."

I feel tolerably certain that fortnightly pay and fortnightly holidays would work ruin among the young men and those who take a delight in the public house. Their wages would be fooled away, their characters destroyed, their health damaged, and their relations with employers made worse than ever. Nor would it be any advantage to the quiet steady men. Just now they may be seen on holidays lounging about the stable or idly dangling their legs over a gate or wall.

Hollow argument advanced in support of half holidays every week.

It was put forward as an explanation of the employers' safety, that if a fortnightly half holiday were given the men would do more in 11½ days than ever they did in 12 before. I cannot accept the argument either in part or in whole When farm servants are *promised* a holiday if they "get in" a field of corn by such and such a day or hour they will exert themselves with the reward in view. But the moment they feel that the holiday is theirs *by right*, and cannot be withheld, the obligation and incentive disappear. Moreover, it is well known that plough horses have their regular step, and the man who overdrives his pair runs a great chance of spoiling their "paces" and reducing the selling value of the animals.

The idea originates from seeing miners on holiday.

From first to last, I have looked upon this call for weekly or fortnightly half holidays as the consequence of the proximity of farms to coalpits and other industries where piece-work is usual, and where the employers' interests do not suffer, although work be completely suspended for a day every fortnight or in the worst of weather.

Agricultural labourers, before allowing themselves to grow jealous of the holidays given at mills, factories, shipbuilding yards, and coalpits, should take to heart the fact that the conditions of work, engagement, and payment are entirely dissimilar, and that what would not affect the welfare of the master in one case might bring disastrous consequences in the other. This was clearly felt by the steady married men, and I think I may safely say that they are as a class opposed to the proposition of holidays other than those now customary and granted.

What farmers say on the subject.

213. Farmers, when talking over the question, say that a weekly holiday would be intolerable, and that were such a custom to become common they would stop tillage or stop farming altogether. They say that the men get holidays whenever they ask, and that rather than have a man grumble they often let him away when they can ill spare him.

Abolition of Yearly Engagements.

Chiefly advocated by unsettled labourers.

214. In some places the labourers would prefer to do away with yearly engagements, substituting for them indefinite bargains with a month's notice on either side. Here again, it is the young men, and those of the married class, who delight in flitting about from place to place, who desire the change.

How indefinite engagements would affect married men.

To a married man paid partly in cash, partly in kind, surely a yearly engagement and a good house for that certain time must be a very great advantage. His position would be insecure were he to change to a month's notice to quit. Masters do at times take dislikes to servants, and many a man with a delicate wife and numerous family might be turned out on short notice and before he had found another situation. Men who were known to be second rate ploughmen, or defective in some way, would never be kept for more than a few months at a place. Several farmers assured me that if indefinite engagements, with monthly notice to quit, were the order of the day, they would keep none but the very best labourers, and the stupid ones would never be "off the wheels," *i.e.*, always flitting.

The best men entirely opposed to any change.

The best class of ploughmen distinctly gave it as their opinion that no system could surpass the present one for people who liked a quiet, steady, comfortable life. Men who have been for years on a farm regard the yearly engagement as a bond between their master and themselves; a bond which begets mutual confidence and enables them to face the future without fear or suspicion. Even when differences of opinion do arise, culminating in a separation, they have their house till the term, and from three to four months between the hiring market and the term, to look out for another place. Place such servants on an indefinite engagement at a month's notice to quit, and what would be their position? In a hasty moment either party might give notice. The old feeling of security would be gone. As a ploughman put it, "we wud'na ken where we are."

How the suggested change would injure the labourer's position.

Indefinite engagements would also necessitate the doing away with payments in kind or perquisites, and this, I think, would mean a reduction of the labourer's wages. Such things as oatmeal, milk, potatoes, manure for garden, straw for pig, and driving of coals, are far more value to the labourers than money out of pocket to the farmer. Farmers frequently said to me, "I give my men 1,600 yards of potatoes, they only "cost me 25*s.* or 27*s.* to grow, and that's all I put "on them," but these 1,600 yards of potatoes are worth three times as much to the labourer who gets the crop. Abolish the yearly engagement and payments in kind, and masters will at once begin to count

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the cash they draw from the bank, and calculate the men's wages from value of produce rather than cost of production. The only results that I can see from indefinite engagements would be shorter terms of service, more frequent changes, and very uncertain employment for second-class men at greatly reduced wages. None of these would be to the advantage of the agricultural labourer, who, under the present system, has thriven apace, and is now secure from the fearful anticipation of being turned adrift at a month's notice by a harsh or impulsive master. There also occurs to me one other important consequence which would surely follow the substitution of indefinite engagements for yearly ones. Frequent reference has been made to the fact that farmers always pay their labourers when laid aside by illness, and it has been stated that this goes on for from six to eight weeks. Abolish yearly engagements and the ploughman laid off by sickness will not be treated in the same liberal manner. The likelihood is that between the master and his man the rule would be "no work, no pay," and "I can't "afford to have my cottage occupied by a servant "unable to work." These probabilities were mentioned by employers themselves all over the three countries, and they are worthy of credence.

The Martinmas Term.

Hardship on labourers who have to "flit" on 28th Nov.

215. Complaints were made on all sides against the recent alteration of the Martinmas term from November 11th to November 28th. The men say that it is a great hardship to have to change houses at the very end of November, often in a snowstorm or heavy rain, and in the shortest days. I can myself testify to the hardship, having seen several families with their furniture *en route*. The alteration of the term may have been attended with advantages in town and suburban districts, but it has proved an unfortunate change for farm labourers whose year of service expires on November 28th.

Flitting should be done at Whitsunday.

The sure way out of the difficulty would be to make Whitsunday instead of Martinmas the term day. Fife, Clackmannan, and Kinross are peculiar in observing the November term. In other parts of Scotland, in Forfar and the Lothians (and they are separated from Fife only by the Firths of Tay and Forth), farm servants flit always at Whitsunday, in the long dry days. Labourers in Fife, on my suggesting the Whitsunday term, raised some imaginary difficulties about the gardens. They said the cottage gardens would not be planted in time. No such difficulty exists elsewhere. The custom in Roxburgh is that when a ploughman engages with a farmer at the February market, to go to his situation in May, he gets a day from his present master to go and plant his new garden. Sometimes the farmer to whom he has engaged gets the garden looked after, and hands a bill of expenses to the ploughman on his arrival.

XI. The General Condition of the Labourer.

Improved position of the labourer.

216. In 1850 the wages and earnings of a ploughman in these parts were estimated at from 27*l.* to 28*l.* a year. The money wage ran from 8*l.* to 10*l.*, and meal in large quantity was given. The same class of labourers now receives from 50*l.* to 54*l.* Within the last 20 years the wages have increased about one-half, while groceries (*see* Appendix C3) have fallen 20 per cent. in value. Various statements relative to the differences in value of a labourer's wages within the last 20 years will be found in the evidence supplied by employers and as these are in all cases taken from business books, they are the more reliable.

This improvement not visible in any great saving of money.

217. Such being the case the labourer's position cannot but have greatly improved. This improvement, however, does not show itself in their having laid past money. Examples of men, both married and single, doing so, undoubtedly do occur, and it has been freely admitted by the labourers themselves that at present wages money can be saved. Especially is this true of bothy men. But with very few exceptions they make no effort to save. The evidence given by the young foreman at Kingomuirs, who had his last year's earnings, amounting to close to 14*l.*, ready to show me, and by the bothy lad at Insch, go a long way to prove that any steady lad, anxious to save, can do so to the extent of half his wages.

Although I should not place much reliance on the labourers' budgets as related to me and given in Appendix C4 and C5, still the possible savings as therein brought out, correspond pretty well with the sums actually saved by those who were good enough to tell me their secrets. The employers appear to be correct in stating that the labourers can save if they care to, and have careful and thrifty wives.

Labourers live far better than they used to.

218. Instead of trying to save, it is too much the custom of labourers' wives to live up to their means, letting the future take care of itself.

General comfort of the farm labourer.

The majority of the farm servants are most comfortable. Their homes are cosy, well furnished, and well fired. Their persons are well clad, and on Sundays the dresses worn by the women are frequently quite grand. They have quite given over the old system of living on oatmeal, peas, bannocks, and boiled potatoes, indeed, in many a ploughman's house, the meat account averages 5*s.* per week, and such things as jam, cheese, and rice puddings are observed on the table any day of the year.

Better houses.

Not only have the wages and earnings steadily increased, but the cottages have been greatly improved. Many farm labourers occupy cottages which would be well worth 10*l.* per annum in or near to a town, and these are held rent free from their employers.

Between the gradual improvement of their financial condition, the advantages of free education, and the numerous opportunities for the younger members of families obtaining good situations in mercantile life, the lot of the agricultural labourer cannot be an unhappy one. It is an interesting fact, that whereas 40 years ago from 2½ to 3 tons of coals were sufficient to keep a farm labourer's house warm, now rather over double the quantity is actually consumed (Appendix C6). The very same is true of clothes. Old men and women testified to the heavy expenditure on clothes, in contrast to what used to be "when we were young." All these things point to the change for the better in the material welfare of the labourers of these three counties.

More coals consumed.

No great advance in intellectual condition.

219. It is somewhat strange to observe how little use farm servants make of the good education they received at school. Many young men, not four years from the school, could hardly write legibly or read simple English. They appear to turn away from these things on taking to farm work, and, with the exception of "The People's Journal" and sometimes a "Weekly Scotsman," I saw no literature about cot-houses. An intelligent mother remarked to me that some of her bairns were fond of books, and used to read them at home, but they had gone to Dundee and were in good places. It looks as if farm labourers neither see profit nor seek pleasure in reading or improving their minds, and, although I heard of several well meant attempts to organise small reading parties once a week among farm people, none had proved successful.

His occupation as contrasted with that of town labourers.

220. The agricultural labourer, in his present condition, is a better off man than the bulk of town labourers. He is engaged in healthy work, seldom asked to face coarse weather, seldom laid aside by illness, and well supplied with the comforts which civilization has discovered and applied to the wants of man. Away from the evil and distracting influences of towns and mining villages, I found him a quiet, sober, homely man. But the moment I came near coalpits or manufacturing towns, the greatest difference was noticeable. An explanation of this I can hardly offer, sufficient to state that such is the case, and that it is admitted on all hands.

How the presence of competing industries has prevented congestion of agricultural labour.

221. And yet, although the presence of so many competing industries has unsettled the farm labourer, it has probably been the means of raising his wages and earnings to what they are. It has prevented congestion in rural districts. It has acted as an outlet for the labour supply no longer required for field work. Supply and demand have, I believe, kept pace, and I think this is borne out by the almost entire absence of excessive poverty or distress amongst agricultural labourers. Wherever poverty does occur it is attributable to improvidence or intemperance.

The health of the labouring classes.

222. Dr. Nasmyth informed me that the health of the agricultural population was excellent, and contrasted favourably with that of other labourers or operatives. When making a tour of the cottages with him, he called my attention to the numbers of strong healthy children about the farm cottages, and said I would see a very different thing about the doors of a mining village. The only ailment to which farm labourers are peculiarly subject after age of 60 is rheumatism, and Dr. Nasmyth ascribes it chiefly to dampness in the older class of cottages.

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Absence of crime.

Many of the bothy men had a sickly appearance, but these were generally found to be of the sort who preferred night excursions to rest in bed.

Among the agricultural labourers of these three counties there is a creditable absence of crime, either moral or physical. Illegitimacy does not appear to be nearly so common as in many other districts in Scotland. This, no doubt, is largely owing to there being few young women engaged in agricultural labour in contrast with other counties where farming is the main industry.

Conclusion.

In conclusion I am clearly of opinion that the general condition of the agricultural labourer is good in these parts, and that there is little cause for apprehension as to the future. With the single exception of protection for the farmer against wilful breach of engagement, I see no necessity for any addition to, or alteration of, existing laws.

With reference to the presence of trades unions or ploughman's unions, all that I would suggest is that their promoters should look at both sides of the question, ever bearing in mind that the interest of the farmer and his man are inseparable, and that whatever creates enmity between them, sooner or later retaliates on the labourer, whose capital consists of his powers and opportunities of serving others, and whose remuneration ceases with his employment.

I was greatly struck with the language used by farmers when talking of their men's affairs. They all treat the matter in the same light. "We feel that the "men are getting far more out of it than we. Their "wages increase while our profits have disappeared. "It does not seem right, yet we do not grudge them "all they get. If only they would be content and "reasonable, our lot would be easier to bear."

These words, uttered by a Kinross farmer, I feel to be true. They apply only to a portion of the labourers, but that portion unfortunately represents the rising generation, and as the older servants are one by one disappearing from the ranks, their places are being taken by younger hands and lighter heads. Let these but learn to treat their masters as their friends, and such customs as the 8 o'clock stabling-up hour would be easily settled, and all things work for the good of employer and employed in the important relations they bear the one to the other.

I have, &c.,
(Signed) R. HUNTER PRINGLE,
(Assistant Commissioner).

APPENDIX A.

STATISTICAL.

A1.—Particulars of an estate in Clackmannan.
A2.—Particulars of Montrave Estate in Fifeshire.
A3.—Particulars of Leuchars Estate in Fifeshire.
A4.—Table showing rise and fall of population in S.W. Fife, Kinross, and Clackmannan counties.
A5.—Table showing rise and fall of population in several parishes of North, Mid, South-east and East Fife.
A6.—Particulars of farm crops, labourers, horses, and cottages.
A7.—Table of labourers' hours and limits of time.

A1.—PARTICULARS of an ESTATE in County Clackmannan, showing Size of Farms, Extent of Woods, Description of Soil, and Number of Cottages built and repaired since 1872.

No of Farm.	Description of Soil.	Gross Area.	Area under Woods and Plantations.	Area available for Cultivation or Pastures.	No. of Labourers Cottages built and repaired since 1872.	
					Built.	Repaired.
		a. r.	a. r.	a. r.		
1	Dryfield	416 0	62 0	354 0	2	
2	„	313 3	68 2	245 1	2	
3	Carse	303 0	none	303 0	2	
4	Dryfield	528 0	49 0	479 0	—	2
5	„	66 2	1 0	65 2	—	
6	„	180 0	18 0	162 0	—	1
7	„	200 0	12 0	188 0	2	
8	„	25 3	2 2	23 1	—	
9	Carse	270 0	none	270 0	2	
10	„	184 0	„	184 0	—	2
11	„	100 0	„	100 0	—	Timothy.
12	„	260 0	„	260 0	medws.	3
Above let on lease		2,847 0		2,634 0		
Fields let as grazing parks or for arable purposes and adjacent to Alloa town.		372 0	8 0	364 0		
Policies and land in owners' hands.		379 0	62 0	317 0		
Feus		83 2	1 1	82 1		
Totals		3,681 2	284 1	3,397 1	10	8

Average acreage of farms let on lease and available for farming purposes, exclusive of woods, 219a. 2r.

Note.—The term "carse" signifies alluvial soil, strong clay. "Dryfield" signifies loams of various degrees and qualities.

A2.—PARTICULARS of MONTRAVE ESTATE in Fifeshire, showing Acreage of Farms, Extent of Woods and Number of Cottages built and repaired since 1872.

Gross Acreage.	Acreage under Wood.	Arable Acreage.	Cottages since 1872.	
			Built new.	Repaired.
a. r. p.	a. r. p.	a. r. p.		
3,891 0 38	272 0 2	3,619 0 36	30	16

A3.—PARTICULARS of LEUCHARS ESTATE in Fife.

NAME OF FARM.	a. r. p.	a. r. p.	a. r. p.
CRAIGIE	—	764 3 6	764 3 6
Part of St. Michael's Wood	5 0 0	—	5 0 0
Part not planted, rough pasture.	—	4 3 34	4 3 34
Plantation W. of Tayport Road.	2 3 13	—	2 3 13
CASTLE	—	405 0 10	405 0 10
Plantation	7 2 1	—	7 2 1
RHYND	—	416 1 5	416 1 5
Plantation	15 1 9	—	15 1 9
CAST	—	209 3 5	209 3 5
Plantation	5 3 15	—	5 3 15
St. Michael's wood recently planted, including small portion (crow planted) next Craigie.	89 3 0	—	89 3 0
St. Michael's Wood, remainder of, not yet planted.	—	176 1 20	176 1 20
MILLTOWN	—	418 3 25	418 3 25
Small pendicles, including house and garden in village.	—	37 2 10	37 2 10
Leuchars lodge feu	—	65 3 38	65 3 38
Small feus	—	28 2 37½	28 2 37½
Totals	126 0 38	2,528 1 30½	2,654 2 28½

Relative Proportion of Timber and Wood to Gross Area.

An estate in Clackmannan (A1) 7·7 per cent.
Montrave Estate in Fifeshire (A2) 7·0 „
Leuchars „ „ (A3) 4·15 „

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A4.—TABLE showing Rise and Fall of Population in S.W. Fife, Kinross, and Clackmannan Counties.

SOUTH-WEST FIFE.

Registration District.	Census, 1881.	Census, 1891.	Increase.	Decrease.	Leading Industry.
Aberdour	1,736	1,977	241	--	Collieries inland, but agricultural near the sea.
Auchterderran	4,322	6,185	1,853	—	Mining.
Auchertool	706	721	15	—	Mining.
Ballingry	1,065	2,275	1,210	—	Collieries.
Beath	5,442	8,298	2,856	—	Collieries and factories.
Carnock	1,055	987	—	68	Chiefly agriculture.
Dalgetty	1,321	1,341	20	—	Mining.
Dunfermline	26,346	28,659	2,313	—	Factories.
Inverkeithing	2,787	2,960	173	—	Chiefly composed of people employed on Forth Bridge.
Kinghorn	2,773	2,768	--	5	Agriculture.
Saline	954	879	—	75	Agriculture, some pits.
Torryburn	737	913	176	6	Agriculture, few coalpits.
Kirkcaldy	15,840	17,975	2,135	—	Factories.
CLACKMANNAN COUNTY.					
Alloa	11,638	13,728	2,090	—	Breweries, distilleries, factories.
Clackmannan	4,543	5,072	529	—	Collieries.
Dollar	2,500	2,221	—	279	A few factories, chiefly agricultural.
Tilliecoultry	5,344	5,695	351	—	Factories.
KINROSS COUNTY.					
Cleish	498	530	32	—	Agricultural.
Fossaway	1,267	1,085	—	182	Agricultural.
Kinross	2,492	2,385	—	107	A few factories, chiefly agricultural.
Orwell	2,031	1,852	--	179	A few factories, chiefly agricultural.
Portmoak	1,042	873	—	169	Agricultural.

A5.—TABLE showing Rise and Fall of Population in several Parishes of North, Mid, South-east, and East Fife.

Registration District.	Census, 1881.	Census, 1891.	Increase.	Decrease.	Leading Industry.
Strathmiglo	2,061	1,753	—	308	Agriculture.
Dunbog	386	346	—	40	Agriculture.
Dairsie	693	606	—	87	Agriculture.
Ceres	2,063	1,677	—	386	Agriculture.
Cameron	1,003	886	—	117	Agriculture.
Cambee	1,057	952	—	105	Agriculture.
Auchtermuchty	2,322	2,002	—	320	Chiefly agriculture.
Largo	2,234	2,324	90	—	Coalpits and factories.
Scoonie	3,730	4,693	963	—	Factories.
Leuchars	2,185	2,370	185	—	Mills and factories.
Forgan	3,308	3,763	455	—	Factories.
Kinglassie	1,292	1,372	80	—	Coalpits, factories, and agriculture.

A6.—PARTICULARS of FARM CROPS, LABOURERS, HORSES, and COTTAGES.

Farmers' Names.	Acreage of Farms.	Permanent Pasture.	Average Acreages.				Number of Horses.	Labourers.			Cottages on Farm.	Men in Bothy.
			Corn.	Turnips.	Potatoes.	Hay.		Men.	Boys.	Women.		
KINROSS CO.	Acres.	Acres.	Acres.	Acres.	Acres.	Acres.						
Mr. Beveridge	741	300	80	30	20	40	7	6	—	7	4	2
Mr. Tod	450	100	75	35	5	60	6	8	—	2	4	6
Mr. Constable	600	519	23	23	4	31	3	5	—	—	2	1
Mr. Paton	900	—	260	150	35	30	20	16	—	12	14	6
CLACKMANNAN.												
Mr. Alexander	187	5	100	16	1	16	7	5	—	—	2	4
Mr. Fisher	160	40	50	15	10	20	6	2	1	—	1	1
Mr. Fernie	180	10	70	17	9	25	7	5	—	3	3	4
Mr. Kinross	350	50	85	28	14	20	7	3	1	1	4	2
Mr. Drysdale	340	—	96	21	3	45	6	5	2	2	5	2
Mr. Blelock	165	77	57½	10	4	17	4	3	—	1	1	3
Mr. Kay	445	125	200	40	20	60	13	10	—	—	4	3
FIFE.												
Mr. Ballingal	560	50	180	60	40	40	12	11	—	6	10	—
Mr. Bell	500	40	200	80	50	30	16	12	—	11	16	4
Mr. Watt	370	12	130	55	35	—	11	9	1	5	7	—
Mr. Mitchell	460	130	120	47	24	30	8	6	—	4	6	—
Mr. Lees	220	22	81	27	27	20	7	4	—	4	2	
	228	20	87½	30	11	30	6	3	—	3	1	—
	335	10	120	37	33	30	10	8	—	5	6	2
	304	104	100	33	33	33	6	6	—	2	6	--
	120	—	55	15	11	15	5	2	1	2	2	3
	310	40	80	25	15	22	7	5	—	3	2	5
	7,025	1,654	2,250	794	404	634	174	134	6	73	102	51
	1,654		Corn			2,250		140				
Arable	6,271		Turnips			794						
			Potatoes			404						
			Acres under crop			4,082						

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A6.—PARTICULARS, &c.—*continued.*

—	Per 100 Acres, gross.	Per 100 Acres, Arable.	Per 100 Acres, Crops.
Number of horses - - -	2·2	2·8	4·3
Regular and constant men - -	1·69	2 14	3·28
Women and lads - - - - -	1·0 almost	1·26	1·9
Men, women, and lads - - -	2·69	3·40	5·18
Cottages - - - - -	1·28	1·62	2·49

Per-centage of men and lads accommodated in bothies, 36·4.

A7.—HOURS OF WORK.

County.	Classes.	Limits of Time. Summer. From A.M.	Summer. To P.M.	Winter. From A.M.	Winter. To P.M.	Witness.
Fife (Dunfermline District).	Ploughmen	5.0	6.30	6.0	5.0	Dunfermline Meeting.
Fife (Cupar District).	„ -	5.0	6.30	5.30	5.0	Mr. Bell, Todhall.*

* During the winter months the ploughmen return to stables at 8 p.m. for about half an hour, but Mr. Bell keeps up the 8 o'clock hour all the year round.

County.	Classes.	Limits of Time. Summer. From A.M.	Summer. To P.M.	Winter. From A.M.	Winter. To P.M.	Witness.
Fife (Montrave District).	Ploughmen	5.0	6.30	6.0	5.0	Montrave Meeting.
Fife (Ceres District).	„ -	5.30	6.30	5.30	5.30	Mr. Lees, Pitscottie.
Kinross† - -	„ -	5.30	6.30	5.30	5.0	Mr. Constable, of Benarty.
Clackmannan‡	„ -	5.30	6.15	6.0	5.0	Lord Balfour.
„ -	„ -	5.30	6.30	5.30	5.0	Mr. Kinross.
„ -	„ -	5.0	6.15	-	- -	Mr. Morgan.
Fife - -	Ordinary Labourers.	7.0	6.0	Daylight to dark.		—
Kinross - -	„ -	7.0	6.0	„	„	—
Clackmannan -	„ -	7.0	6.0	„	„	—
Kinross - -	Women -	7.0	6.0	„	„	—
Fife - -	„ -	—		—		—
Clackmannan -	„ -	8.0	6.0	7.30 to 4.45		Lord Balfour.
„ -	„ -	8.0	6.0	Daylight to dark.		Mr. Alexander, Cambus.§

† In Kinross the 8 o'clock is general during the winter months only.
‡ In Clackmannan the 8 p.m. stable hour is nearly extinct.
§ Mr. Alexander gives his women only one hour at midday in summer; two hours is the custom.

APPENDIX B.

REPORTS.

B1.—Report by Dr. Nasmyth.
B2.—Report by Dr. Mungle.
B3.—The opinion of John H. Tait, Advocate.

B1.—REPORT BY DR. NASMYTH, MEDICAL OFFICER FOR THE COUNTIES OF FIFE AND CLACKMANNAN.

AGRICULTURAL LABOURERS.

GENERAL SANITARY CONDITION OF COTTAGES.

Fifeshire.

Constitution of Fife County.

The county of Fife for administrative purposes is divided into four districts:—Dunfermline, Kirkcaldy, Cupar, and St. Andrews, and these correspond closely with its ecclesiastical divisions. The county forms a peninsula standing out between the Firths of Forth and Tay on the south and north sides. The eastern end of the peninsula stands out to the North Sea, while the western is merged into the mainlands of Kinross, Perth, and Clackmannanshires. From the extreme east to the extreme west, the distance is about 46½ miles, while the breadth varies from 23 to 14 miles. The average breadth may be considered to be about 18 miles.

The county at one time contained 64 parishes, but from various changes, such as amalgamation of parishes and the changes caused by the Boundary Commissioners, there are now 61 parishes. The parishes of Culross and Tulliallan, formerly in Perthshire, are now under the administration of Fife County Council.

Population.

The population of the county has been gradually increasing. In 1801 the population was 93,743. In 1851 it was 153,789. In 1891 it was 190,185. The increase at 1891 from the previous census on the same *basis of area* was 15,444, while with the addition of Culross and Tulliallan the increase was 18,054. At the last census Fife was one of the two counties in which the rate of increase of population was greater than at the former census period. The changes in districts and parishes will be referred to further on. It is not easy to compute the acreage of the county, on account of recent changes, but as nearly as possible the following may be accepted as reasonably accurate—

District.	Acreage.	Population.	Acres to Person.	Persons to Acre.
Dunfermline	67,750	49,271	1·3	0·7
Kirkcaldy -	67,817	77,465	0·8	1·1
Cupar -	96,214	26,986	3·5	0·2
St. Andrews -	90,414	36,463	2·4	0·4
Totals -	322,195	190,185	1·6	0·5

Comparison of districts.

It will be observed that Dunfermline district has the smallest acreage of the four, and Cupar the largest. Cupar has the smallest number of persons to the acre. St. Andrews comes next. These two districts are of special interest in this report, as they are the two representative agricultural districts in Fifeshire, with few industries beyond agriculture, and this to a certain extent explains why these two districts have such a large area to person. Dunfermline and Kirkcaldy districts are not purely agricultural, but have extensive and important manufacturing and mining industries, and possess other conditions which serve to explain why purely agricultural districts are tending to depopulate.

Tendency to migrate.

Causes for migration.

The great tendency of modern civilization is to migrate from rural districts to towns. What reasons lead to this do not entirely concern me at this time, but a few may be suggested of a purely hygienic nature. In towns there is more amusement for youths, more society, for which there seems to be a prevailing desire amongst the rural inhabitants. Occupations apparently more congenial than holding the plough are to be found in towns, and in towns the sanitary conditions of houses are better generally than in rural districts. There is no difficulty about water, or

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drainage, or lighting; these are all supplied without any trouble to the householder, and I would be inclined to attach considerable importance to these conditions, as explaining to a considerable extent the migratory tendency towards towns of the rural inhabitants.

General Sanitary State of Houses.

A considerable amount of general information about houses can be obtained from the census reports of 1891, in so far as they show what the general condition of houses are, as regards number of rooms in houses, and number of persons per room. The figures are not strictly applicable to the subject in hand, except for purposes of comparison with conditions which will be presently related in the remarks on houses in separate districts of the county. At the census of 1881 the per-centage of uninhabited houses to inhabited was 8·3, while in 1891 it was only 7·6. At 1881 census 24 per cent. of 19,309 families were accommodated in one-room houses, and at 1891 only 15 per cent. of 20,491 families. This is a marked improvement, and its significance will be better appreciated when the conditions of one-room houses are described. These figures apply to the rural and village groups in Fifeshire, and do not apply to town groups.

Uninhabited houses in 1881 and 1891.

One-roomed houses in 1881 and 1891.

Insanitary Conditions found by Personal Inspections.

In the remarks I have to make under this sub-section, the statements must not be taken as universally applicable to all cottar houses in the county, as this would be doing an injustice to proprietors who provide good accommodation.

A. *Defective Accommodation.*

In many cases the accommodation provided for married men is too limited, either from there being only one room in the house, or, where there are two, an insufficient superficial and cubic space. These are defects which are met with in the old types of houses, and occasionally even in new houses. In a house which I was called upon to visit there were three cases of diphtheria, one, a girl aged about 12 years, was lying in bed in a dangerous condition, two of the others were recovering and were not in bed, but were seated at the one table of the house, taking dinner along with two other children and the parents. In all there were seven people in one room. The table was within four feet of the bed on which the sick girl was lying. No words of mine, I fancy, are necessary to describe the highly dangerous and infectious nature of diphtheria, and the terrible danger to the public health will be realised, when I mention that a little over a week prior to my visit, the mother of these children was milking the cows at a large dairy farm, and the father and a brother had been engaged as byre-men up to the morning of my visit. I need not say that this attendance on the cows ceased with my visit. This one-room house is one of a group of three and stands at the bottom of a steep brae, the situation is thus naturally damp. The soil at the back of the house had not been removed when they were built, but stands half way up the back wall, and to the level of the window sill in the window of the one-room house. The surface and subsoil water running down the steep background of these houses, is arrested by the back wall, part being absorbed by the wall and part running into the foundations of the houses. There are no rhones* or rain water conductors on these houses, and these defects, in addition to those already described, render them damp. Inspection of the inside of the walls of the houses reveals that they are so, as the paper, where they have been papered, is peeling off in many places, and extensive damp spots are apparent. There have been no damp proof courses provided for the walls, the floors are not ventilated, and the tile roofs are in disrepair. At one end of the row are placed the pigsties, from which the liquid manure was freely flowing into the foundation of the one-room house, and past the window and door until it reached a porous soil at a lower level in front of the houses. Past this place where the liquid manure sinks runs a drain, which, at a lower level than the houses and their pigsties, supplies the drinking water for these houses in the dry season. At the present time the water supply is derived from a ditch which runs past a turnip field, and which doubtless receives its quota of manure when this is being spread on the fields. The houses are not provided with any closet accommodation, nor with ashpits, nor have they any drains to carry away soil water. I need scarcely add there are no coal-houses or washing-houses.

Dangers of one-roomed houses.

Insanitary conditions.

I have sufficiently illustrated the dangers which may arise in the one-room house from infectious diseases. The moral dangers and the mental degradations may be easily imagined.

The defects of cottar houses generally are illustrated by what I have written, although it must in justice be admitted that seldom such a catalogue of insanitary evils is found co-existing in one house.

The Bothy System.

The manner in which the unmarried hands are accommodated on farms is a subject of much importance. It may be assumed that a certain number of unmarried men must be housed on the most of farms. The bothy system of housing is so well known that no explanation is necessary. The word "bothy," etymologically, may be used in two ways, either to mean a house of inferior description, or a kind of barrack in which men or women are housed. As far as my experience goes, the word "bothy" in Fifeshire is sufficiently explained by either of these descriptions, except that I am not aware of women being housed in bothies.

Meaning of the word "bothy."

The bothy on a farm is usually the most inferior of all the houses, any sort of house being apparently considered sufficient to house young men. It is usually furnished in the barest possible manner—a bed, a chair, or a form, the chest which contain the men's clothes, and the meal barrels being, usually all it contains. Tidiness and cleanliness are conspicuously absent. In this room, where from one to two men—in the smaller bothies—are accommodated, cooking, dressing, and sleeping go on. This room may occasionally get a visit from a woman for cleansing purposes, but these visits are irregular, uncertain, and the work is done in a perfunctory way. The evils of a system like this are well known, and a solution of the difficulties would be of much greater use than pages declaiming against it. It may be assumed that young men must be accommodated about farms, and how this is to be best done, in my opinion, I shall now consider.

General features of a bothy.

Evils of the system.

These young men must not be allowed to remain disjointed units from the social community, but should become attached members of family life, and be thus made to feel that they have a position to maintain as respectable members of society. I would propose effecting this by putting two young men under the charge of some respectable married man on the farm, who either has no children or few at home. The cottar houses should have arrangements made for this, by the provision of a good-sized room, built specially for this purpose. Where many young men have to be accommodated, the number of rooms to be provided would vary accordingly. The wife of the house would cook and wash for the young men and keep their room in good order, and they would pay for this a sum that would be considered fair and reasonable. I would deprecate the proposal to have more than two young men living together, such as might be under a sort of barrack's system. This system in military life is all very well, but there the men are living under strict supervision and military discipline. The interest of the farmer, as well as his duty, should be to visit frequently these rooms, to ascertain for himself, that his men are being properly attended to, to discover if they are keeping good hours, and conducting themselves as respectable members of the family to which they are attached. Such an interest taken, would, without doubt, lead to good relationships on both sides, and make the young men feel that their good behaviour was a matter of importance. In all this there is nothing Utopian, certainly nothing embarrassing.

Remedies suggested.

The duty of the farmer with reference to the comfort and behaviour of his men.

Dunfermline District.

This district contains 67,750 acres, within 10 parishes. From the year 1881 to 1891, the population had increased by 5,556 inhabitants. In five of the 10 parishes there was a diminution. The greatest increase was in the parish of Beath, one of the largest mining centres in the district. The parishes almost purely agricultural show the greatest decreases in population.

As far as can be gathered from the census returns, the houses are being improved in the district by more rooms being provided. At 1881 census there were five villages which had less than an average of two rooms per house, while at 1891 there were only two.

Improvement houses since 1881.

These figures do not refer solely to the houses of ploughmen, but they may be accepted as showing the

* A Scotch word meaning the gutter of wood, zinc, lead, or metal, placed beneath the eaves of a roof to catch the rain water.—R. H. P.

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B.—I. FIFE, KINROSS, AND CLACKMANNAN.

general tendency for housing accommodation in the district to improve.

I do not suppose it is necessary to supplement what I have written in the first part of this report on the insanitary conditions of old cottar houses, but it may be useful to indicate the main defects found in all of these.

Defects in old cottages in detail.

1. Deficient rooms and deficient size of rooms.
2. Dampness arising from—
   (*a.*) Damp undrained soils.
   (*b.*) Absence of damp proof courses.
   (*c.*) Floors not ventilated.
   (*d.*) Soil above level of foundation.
   (*e.*) Faulty tile roofs.
   (*f.*) Want of rhones and conductors.
3. Want of w.c. or proper privy accommodation.
4. No washing-house or coal-house (usually).
5. Want of drainage to carry away surface and soil water.
6. Pigsties too near the house, and badly kept.

I am obliged to the master of works to the district for the following information, and which I am satisfied is a correct account. "The tendency in the large farms "is to increase the number of labourers' cottages on "the farm, and this has been done to a considerable "extent during the last few years. Owing to the large "outlet for youthful labour in the shape of linen "manufactories in Dunfermline, bleach-fields in the "district, and coalfields with mining operations "throughout, it is difficult for the farmer to secure "outdoor workers for hoeing and harvest operations, "and the only hope in keeping the married servant's "family on the farm is to provide good house accom-"modation. Recent farm servants' cottages are really "models for comfort and health, and ornate to a large "extent. The most of the cottages are built on the "farms, and generally within reach of the farm offices. "It is rare to find farm servants living in villages, as the "most of the villages are peopled with miners in this "district, and the two classes do not get on well "together. The general state of repair is good, "materials used being stone and lime, and slated. The "accommodation usually provided is kitchen with one "or two beds, bed-closets, and room. The size of "rooms is good in new houses, in old ones very "indifferent; the same remark applies to ventilation, "drainage, and outhouses."

Causes which have induced an increase and improvement in farm cottages.

Agricultural labourers seldom found living in villages.

State of repair.

Accommodation.

Size of rooms.

Ventilation and drainage.

In regard to bothies, as a rule, they are very uncomfortable, and the natural coarseness of human nature encouraged by the system, as no refinement is recognised, and no check is kept on the men in regard to hours for going to bed, and thus you will find stout young fellows away at night to the public-house or worse. The kitchen maid may once a week give the bothy what is known as a tidy-up, but comfort, improvement of mind, and cleanliness are all at a discount in the bothy system."

Bothies.

Kirkcaldy District.

This district is composed of 13 parishes and has an area of 67,817 acres. The population at the census of 1881 was 65,225, and at 1891, 77,465. The number of acres to person varies from 5·6 to only 0·2, while the mean for the district is only 0·8.

The mean is reduced by the large populations in Kirkcaldy, Dysart, Burntisland, Buckhaven, and Leven. There are many industries in the district. Linen manufacturing, linoleum and floor-cloth manufacturing, bleach fields and collieries, paper mills, distilleries, shipbuilding, wool mills, &c. These industries attract a large number of young adults of both sexes to live in the towns in which they are carried on, In only three of the parishes in the district have the populations diminished and the greatest increase was in Wemyss parish, an extensive coal mining one. In Kirkcaldy the greatest increase occurred, and after that Dysart. All these are centres of very extensive industries, manufacturing and coal mining. The smallest increase was in a purely agricultural parish, and the decreases were all in parishes mostly agricultural. These agricultural parishes as regards depopulation closely resemble what will be described as occurring in Cupar and St. Andrews districts, which are nearly universally agricultural.

Industries which compete with agriculture.

General decrease of population in agricultural districts.

CONDITIONS OF HOUSES.

As in other districts, the houses vary much from good to bad and indifferent. On a good many farms the houses are very good, being well-built in stone and lime with slated roofs, provided with rhones and conductors. The number of rooms to houses has increased considerably since the former census, but this is due to the marked improvement in miners' houses over the district, more than to improvements in ploughmen's houses. I am aware of many inferior ploughmen's houses, but these are being attended to by the sanitary officials, and I can speak of many improvements that have been carried out. With time much more will be done.

THE AGRICULTURAL LABOURER.

The bothies are generally very defective in all respects—situation, construction, management.

Bothies defective.

Cupar District.

This district contains 20 parishes with an area of 96,214 acres. Over the district there is a mean of 3·5 acres to person, the highest rate being 13·6 and the lowest 0·8.

The population of the district in 1881 was 29,449, and in 1891, 26,968, a diminution of 2,463. Excluding the royal burghs, the population has diminished 1,763, or a yearly decrease of nearly 176. In 18 parishes there is a decrease of population and in two an increase. The district is almost entirely agricultural. At Cupar, Freuchie, Kettle, and Strathmiglo, there are manufactories, but not very large, and those places only form isolated centres of industries over a wide area.

The following is the report from Mr. Stewart, sanitary inspector of Cupar district:—

T. D. Stewart,
Sanitary Inspector.

Cupar District Committee,
(Public Health Department.)
Cupar-Fife.

DEAR SIR,

I am duly favoured with your letter of 13th inst., requesting information as to the conditions of cottage accommodation for the agricultural classes in the Cupar district of Fife.

I shall endeavour to supply this information as nearly as possible from the Valuation Roll of 1891 and 1892, as to the number of houses occupied and empty on farms. Where I know of any change I have duly accounted for it in my calculations. There are a number of cot-houses in this district occupied by coachmen, butlers, and gamekeeps, but I have only counted the houses occupied by those described as cattlemen, ploughmen, grieves, and farm servants. I am of opinion that those cot-houses described as empty will approximate to the number occupied in the past.

A. In the Cupar district there are 745 houses occupied by the above classes, and 110 houses described in the roll as "empty." In their respective parishes the number is as follows:—

Empty houses.

Parishes.	Occupied.	Empty.
Abdie	50	6
Auchter-muchty	16	8
Balmerino	36	4
Ceres	88	17
Collessie	44	6
Creich	31	4
Cults	15	7
Cupar	48	6
Dairsie	35	8
Dunbog	47	4
Falkland	33	2
Flisk	27	4
Kemback	16	2
Kettle	61	9
Kilmany	66	4
Logie	39	4
Monimail	63	9
Moonzie	17	7
Newburgh	13	0
Total	745	110

B. In this district nearly all farm servants live in cot-house adjacent to their respective farms, which houses go with the farms. There are a few cases where the houses are in such bad condition that ploughmen would not occupy them, and there farmers have been obliged to rent houses in the nearest village for their accommodation.

C. CONDITION AND CONSTRUCTION.

State of Repair.

The majority of these houses are not in a proper state of repair. I would consider about 20 per cent. to

State of repair.

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be unfit for human habitation in their present condition. About 80 to 90 per cent. have no strapping or lath, but are plastered on the solid walls. About 50 per cent. have no rhones or down spouts to carry off the rain water, while in 40 per cent. of those which are spouted the rhones are so defective that practically the houses would be no worse without them.

Damp proof courses are almost unknown, while in about 10 per cent. of these houses the walls are built into rising ground in the rear.

It thus follows that it is an exceptional thing to find a ploughman's house dry, and in about 40 per cent. of houses the wall paper will not adhere.

Materials. The farm labourers' houses in Cupar district are principally built of whin and free stones, perhaps about 40 per cent. are built from the various classes of stones taken off the land and known as "land bullets." About 70 per cent. are roofed with tiles, 25 per cent. with slates, and 5 per cent. with thatch. In a large number of "tiled" houses the snow and rain come in, owing to defective pointing with lime.

Accommodation. Each family has a house consisting of two rooms; about 5 to 8 per cent. have a small closet for clothes, &c.

There is also a coal cellar in connexion with the majority of houses.

Rooms. It may be accepted that all houses in this district have two rooms, known as kitchen and parlour. Having been inside about 200 of these houses this year, I have taken notes of the accommodation, and cannot recollect having seen a house with three rooms.

In a few houses the sleeping room has not a fireplace, and is used as a lumber room.

Size of rooms. The average size of both rooms is about 16 ft. by 13 ft., and ceilings are generally about 8 ft. in height. Where there are lobbies and closets the size of the parlour is curtailed by the same.

Ventilation. Ventilation is practically unknown, unless the chimney be counted as the outlet and the crevice under the door as the inlet.

Drainage. Drainage is also practically unknown, and where drains have been put down they are nearly always defective.

Water supply. In about 30 per cent. of the farms a branch pipe is taken from the farm supply pipe, 65 per cent. of labourers' houses are supplied with wells, many of which are of a suspicious nature, while the other 5 per cent. have to carry water a long distance, in some cases 500 yards.

Outhouses. This I take to mean closet accommodation. In 95 per cent. of the houses inspected this year I found as follows:—

Satisfactory accommodation - - -	11
No accommodation - - - -	73
Defective accommodation - - - -	11

I am sorry to say that I cannot make this report more complete, but I have lost two days owing to a burial under section 40, P. H. Act, at Dairsie.

I am, &c.

Dr. Nasmyth, Ferrybank. (Signed) T. D. STEWART.

St. Andrew's District.

Three sides of this district are formed by the sea, and this determines, amongst other things, to a considerable extent its industries. Along the south coast are the fishing villages of Largo, Anstruther, Pittenweem, St. Monans, Crail, Boarhills, St. Andrews. At Guardbridge there is a paper work which employs a number of people. With these exceptions the district is mainly an agricultural one. There are 18 parishes in the district, with an area of 90,414 acres. The mean of acres to person is 2·4, the highest ratio being 10·5 and the lowest 0·3 to person.

Increase in house accommodation. At the census of 1881 the population was 36,422, and at 1891 36,543, being an increase of 121. There were increases in six parishes.

The number of rooms has increased considerably over the district; a 1881 there was at mean of 2·7 rooms to the house, and in 1891 3·1. So that the tendency is for housing accommodation to increase.

Cottar Houses and Bothies.

(Reported by Mr. McLetchie, District Inspector.)

State of repair. Materials of which composed. Generally fair throughout the district.

Built with stone and lime, roofs slated or tiled, several old houses thatched roofs.

Houses recently built, ample.
In older houses mostly limited. **Accommodation.**

New houses, average three rooms and pantries.
Older houses, average two rooms. **Number of rooms.**

Average, kitchens 1,400 to 1,500 cubic feet.
Average, rooms 1,200 to 1,300 cubic feet. **Size of rooms.**

Fair generally, except in old houses, where both light and ventilation are bad. **Ventilation.**

Houses recently built are fairly well drained according to requirements of the houses, the older houses generally have room for improvements. **Drainage.**

In few places are the houses, new or old, provided with a good water supply. **Water supply.**

Chiefly from wells, burn; or ditch. In common, water has to be carried a long way from either source. A wholesome water supply convenient to the houses in many parts of the district would be difficult to find without large expense. **Sources of supply.**

Houses erected a few years back are all fairly well provided with conveniences, coalhouses, privies, ash-pits, and pigsties. In older houses such improvements are much required. In many places the pigsties are too near the houses. **Outhouses.**

Generally the bothies throughout the district are fair. As regards those which are defective, more stringent measures should be carried out with regard to keeping them cleanly by the masters. **Bothies.**

NUMBER AND CLASSIFICATION OF HOUSES INSPECTED UP TO DATE, December 15th, 1892.

Having not less than two rooms and pantries, many having three rooms and pantries. Light and ventilation good. Rhones on buildings, drainage, and all modern outdoor conveniences. **1st class.**

70. (26·21 per cent.)

Having not less than two rooms, fireplaces in both. Light and ventilation fair, a good many without drainage for carrying away slop water, but fairly well provided with outhouses **2nd class.**

121. (45·31 per cent.)

Having two rooms and only one fireplace. The room unfit for sleeping in, and chiefly used as a coal-house and storeroom on account of the damp state of the walls and floors, &c. **3rd class.**

39. (14·60 per cent.)

Barely habitable, caused by structural defects, excessive damp, low ceilings, bad light and ventilation, and no out-door convenience. **4th class.**

37. (13·86 per cent.)

Bothies.

Fair, 22. Defective, 9. Mostly two rooms. **Classification.**

T. G. NASMYTH,
County Medical Officer of Health.

B2. REPORT by Dr. MUNGLE, Medical Officer of Kinross County, as to State and Conditicn of the Cottages and Bothies occupied by Agricultural Labourers within the county of Kinross.

As requested by Mr. R. Hunter Pringle, Assistant Labour Commissioner, I beg to report as to cottage and bothy accommodation in the county of Kinross as follows:—

There is an ample supply of cottages in respect of number, and the more recently erected of these are very much superior to the older cottages, although not altogether what they ought to be. **Supply.**

The cottages are dispersed on the farms within the county, and are quite conveniently situated so far as regards distance from the works of the occupiers. The cottages are built of stone and lime, and have slated or tiled roofs. They contain as a rule not more than two rooms, and systematic drainage, water supply, and ventilation may be said to be quite unattended to. There are generally speaking no outhouses, and the older cottages especially are not in a satisfactory state of repair. The cottages are mostly held by the tenant farmer who leases the farm with the houses thereon from the landowner, and sub-lets the cottages to his labourers, to be held by such labourers during their period of service. The annual value of the **Position.** **Material and accommodation.** **Old cottages.** **Old cottages in bad repair.** **Tenure, nature of.** **Rents, rates, and taxes.**

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cottages, with garden included, ranges from 2*l.* 10*s.* to 4*l.* per annum. The whole rates levied in respect of the cottages are paid by the employer. Unless in cases where the proprietor farms his own lands there are very few cottages held of estate owners, and the same may be said in regard to cottages hired from independent owners. In a good many cases in the county of Kinross, proprietors farm their own lands, in such cases the lands belonging to the proprietors are generally about the extent of the average farm in the neighbourhood.

Bothies.

Cottages such as I refer to above are almost invariably in the occupation of married men, while the young or unmarried men occupy bothies. There are bothies on almost every farm, and these are occupied by one or more young men. Some of the bothies are kept in a neat and tidy manner, but often the reverse is the case, the bothies as a general rule being rather uninviting and uncomfortable. The men have to cook their own food and keep their bothies tidy, and after a hard day's work there is no doubt a tendency to make as little do in the way of cooking and tidying up as possible.

As a general rule, uncomfortable.

Greater interest required on the part of masters.

If the masters generally were to take a greater interest than they do in their unmarried labourers' dwellings, it would conduce much to their increased comfort. The bothy system has been in practice in this part of the country for very many years, and though the system is not one of which I altogether approve, I do not see how it can be entirely done away with in the existing state of matters, but it might be very much improved, and I think that this could be best done, as I have already indicated, by the masters taking a more active interest in the bothies and seeing that they are comfortable, commodious, and suitably furnished, and also kept in a tidy and sanitary state.

JAMES MUNGLE,
M.O. of Health for Fleish and Fossoway.

Kinross,
21st December 1892.

B3. COUNSEL'S OPINION.

"The Assistant Labour Commissioner (Mr. Pringle) states the following facts with regard to the hiring of agricultural labourers in the counties of Fife, Clackmannan, and Kinross.

"At the hiring fairs, which are held a considerable time before the term, the farmers verbally engage the labourers for the following year commencing at the Martinmas term (28th November), giving them arles when the bargain is made. For a few years back, since 1881 or 1882, a practice has been begun, and is being increasingly followed by the labourers, of ignoring the contract and refusing to commence work under it, if they can get a better situation elsewhere, or if they have any other reason for preferring not to fulfil the contract. This practice has reached a point at which it has become a very considerable grievance to the farmers, who cannot count on getting the labourers they have engaged, until they actually appear at the term, and who are put to very considerable inconvenience if they do not appear. Accordingly the Assistant Commissioner desires to have the opinion of counsel on the following points:—

"1. What redress has the farmer, and how far can he render it effective?

"2. Supposing him to have no *effective* redress, what alteration in the law would be necessary in order to give him a complete remedy?

"1. Where a farm servant commits a breach of his contract by failing to enter on the duties he has undertaken, the master's remedy is to sue for damages under the Employers and Workmen Act, 1875 (38 & 39 Vict. c. 90) which on this point has made no alteration on the common law (*see* Clerk *v.* Murchison, M. 9186). If the master is successful in obtaining a decree for damages he can only recover these damages like any other debt, viz., by poinding the debtor's goods (which are rarely of sufficient value to repay the expense of the proceedings) and by arrestment of his wages, which by 33 & 34 Vict. c. 63 is competent only where these exceed 20*s.* a week. Up till 1881 it was competent to imprison a debtor who failed to pay after being charged, but imprisonment for debt was abolished by the Debtors (Scotland) Act, 1880 (43 & 44 Vict. cap. 34) popularly known as Dr. Cameron's Act. The practical result is that the farmer has no effective remedy if the labourer commits a breach of contract.

"2. The second question is one of greater difficulty, and it will be convenient, in order to understand it properly, to state briefly the development of the law on this point.

"In 1799 the Court in *Clerk* v. *Murchison*, M. 9186, observed that the rule of law was: 'If a servant enlist 'after being hired, but before entering to his service, 'the contract remains in *nudis finibus*. . . . . 'The master's only remedy is an action for damages 'against the servant.'

"At this time, and until 1881, imprisonment for debt was competent, and therefore the decree for damages was no illusory remedy.

"This rule of law remained in force until 1823, when the Act 4 George IV. cap. 34 was passed, which enacted, *inter alia*, that if any servant in husbandry, &c. should contract with any person to serve him for any time, and should not enter into or commence his service according to his contract, such contract being in writing and signed by the contracting parties, it should be lawful for the justices of the peace, on complaint on oath, to issue a warrant for the apprehension of the delinquent servant, and, after inquiry, to sentence such servant to hard labour in the House of Correction for a period not exceeding three months.

"This statute, which was very largely taken advantage of, underwent modification by the 'Master and Servant Act, 1867' (30 & 31 Vict. c. 141), which took away the power of summary apprehension at the commencement of the proceedings, and only authorised imprisonment in the event (1) of failure to recover, by poinding and sale in the usual way, the damages or fine which might be decerned for, or (2) of failure on the part of the servant to find caution for the fulfilment of his contract. This statute contains no provision requiring the contract to be in writing.

"In the year 1875 both these Acts were repealed by the Conspiracy and Protection of Property Act, 1875 (38 & 39 Vict. c. 86), and in the same session there was passed the Employers and Workmen Act, 1875. As already stated, in answer to question one, the practical effect of this Act is to make the master's only remedy against a workman, a claim for damages, which can only be recovered in the ordinary way.

"There are three points which remain to be noticed:—

"1st. That when the Employers and Workmen Act was passed, it still remained competent to enforce a decree for damages by imprisonment, if the defender failed to pay, and, therefore, the remedy under the Act was sufficient to compel the defaulter to perform his contract.

"2nd. That by the Conspiracy and Protection of Property Act, 1875, it is still competent to imprison a servant who wilfully and maliciously breaks a contract of service, or of hiring, if he has reasonable cause to believe that the probable consequences endanger human life, or cause serious bodily injury, or expose valuable property to destruction or serious injury, and a similar power exists with regard to persons who, by committing a breach of contract, expose the inhabitants of a city or district to the inconvenience of a loss of gas or water. This shows that the compulsitor of imprisonment is still applied where the consequences of the workmen's breach are sufficiently serious; and

"3rd. That by the Employers and Workmen Act, 1875, it is still competent to imprison, for a period not exceeding 14 days, apprentices who fail to perform their contracts. The reason for this is obviously the consideration that apprentices have no means of satisfying any other kind of decree.

"The Assistant Commissioner states that, both farmers and farm labourers have expressed their desire to have their contracts put in writing, the terms of the engagement being a frequent subject of dispute, and the present arrangement being unsatisfactory for many reasons. The practical uselessness of the present verbal contract being also admitted, the suggestion which I have to offer is that it should be enacted as follows:—

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"1. No contract for service between farmers and farm labourers shall be recognised by the Court unless they be in writing.

"2. That where a farmer and a farm labourer shall enter into a written contract of service signed by both parties, and setting forth the date when the servant is to enter on his duties, the duration of the engagement, and the nature of the duties undertaken, such document shall be conclusive evidence of the contract between the parties.

"3. That where either of the parties to such a contract shall refuse to perform his part of the contract wholly or partly, it shall be competent to the other party to make a complaint to the sheriff of the county setting forth the contract and the breach complained of, and if, after such inquiry as he shall think proper, the sheriff is satisfied that a wilful breach of the contract has been committed, he may order the respondent to find caution for performance within a reasonable time, and if he fail so to find caution may order his imprisonment for a period not exceeding 14 days.

"The opinion of John H. Tait."

Advocates Library,
6th January, 1893.

APPENDIX C.

WAGES AND EARNINGS.

C1.—Wages and allowances on selected farms.
C2.—Particulars regarding servants and wages on Balcarres Mains and Rires.
C3.—Table of groceries and present prices in contrast with 1871.
C4.—Specimen of a married man's budget.
C5.—Specimens of bothy men's budgets.
C6.—Table showing quantity of coals consumed in a labourer's house.

APPENDIX C1.

WAGES and ALLOWANCES on FARM occupied by Mr. BEVERIDGE, Kinneston, Leslie.

Kinross County.	Grieve.	Shepherd.	1st Ploughman in bothy.	2nd Ploughman in bothy.	Cattlemen.	Women.	Orra Man.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Cash	30 0 0	28 0 0	27 0 0	26 0 0	28 0 0	46 wks. at 7s. 16 2 0	16s. per week. 41 12 0
House and garden	4 0 0	4 0 0	- -	- - -	4 0 0	- - -	4 0 0
Manure for garden	2 loads 0 6 0	1 10 0	- -	- - - -	2 lds. 0 6 0		
Straw for pigsty	- - -	6 cwts. 0 6 0	- - -	- - -	- - -	- - -	6 cwts. 0 6 0
Milk per diem	½ gal. new 7 12 1	Use of a cow. 12 0 0	½ gall. new. 7 12 1	7 12 1	7 12 1		
Oatmeal	65 stones 5 13 9	70 stones 6 2 6	65 stones 5 13 9	5 13 9	5 13 9		
Potatoes	24 cwts. 3 0 0	24 cwts. 3 0 0	2 cwts. 0 5 0	0 5 0	24 cwts. 3 0 0		
Coals	- - -	- - -	Bothy 1 5 0	1 5 0			
Cartage of coals	5 tons at 3s. 0 15 0	5 tons at 3s. 0 15 0	- - -	- - -	5 tons 0 15 0		
Harvest money	0 10 0	- - -	0 10 0	0 10 0	0 10 0	4 wks. at 18s. 3 12 0	
Road money	0 12 6	At markets. 1 0 0	0 12 6	0 12 6			
Bothy accommodation.	- - -	- - -	1 15 0	1 15 0			
Special allowances	Breaking horse. 0 10 0	Pack flock of 2 ewes, value. 3 0 0	- - -	- - -	- - -	*2 wks. at 12s. 1 4 0	
Cleaning out bothy	- - -	- - -	0 15 0	0 15 0			
	£52 19 4	£59 13 6	£45 8 4	£44 8 4	£49 16 10	£20 18 0	£45 18 0
Deductions	- - -	- - -	- - -	- - -	- - -	†Lost time 4 wks. at 7s. 1 8 0	
						£19 10 0	

* Potato lifting.

† Wet weather.

WAGES and ALLOWANCES on FARMS occupied by Mr. TOD, West Breckley, and Mr. CONSTABLE, Benarty.

Kinross Co., West Breckley.	Foreman.	1st Ploughman in bothy.	2nd Ploughman in bothy.	Cattleman.	Strong lad in bothy.	Shepherd in bothy.	Women.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	
Cash	29 0 0	26 0 0	18 0 0	26 0 0	13 0 0	26 0 0	Regular wages 7s. per week.
House and garden	4 10 0	- - -	- - -	4 10 0	- - -	- - -	Harvest wages 9s. 6d. per week

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Kinross Co. West Breckley.	Foreman.	1st Ploughman in bothy.	2nd Ploughman in bothy.	Cattleman.	Strong lad in bothy.	Shepherd in bothy.	Women.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	
Manure for garden	0 6 0	- - -	- - -	6 0 0	- - - -	- - - -	Potato lifting 12s. per week.
Straw for pigsty	0 6 0	- - -	- - -	6 0 0			
Milk per diem	¼ gal. new 7 12 1	7 12 1	7 12 1	7 12 1	7 12 1	7 12 1	
Oatmeal	65 stone 5 13 9	5 13 9	5 13 9	5 13 9	5 13 9	5 13 9	
Potatoes	24 cwts. 3 0 0	2 cwts. 0 5 0	0 5 0	3 0 0	0 5 0	0 5 0	
Coals	- - -	For bothy 1 0 0	1 0 0	- - -	1 0 0	1 0 0	
Cartage of coals	5 tons at 2s. 6d. 0 12 6	- - -	- - -	0 12 6			
Harvest money	0 12 6	0 12 0	0 12 0	0 12 0	0 12 0	0 12 0	
Road money	- - -	- - -	- - -	- - -	- - -	To sales 0 15 0	
Bothy accommodation	- - -	1 0 0	1 0 0	- - -	1 0 0	1 0 0	
Cleaning out bothy	- - -	1 0 0	1 0 0	- - -	1 0 0	1 0 0	
	£51 12 4	£43 2 10	£35 2 10	£48 2 4	£30 2 10	£43 17 10	

Kinross Co. Benarty.	Foreman.	Cattleman.	Boys.	Shepherd.	Women.
	£ s. d.	£ s. d.		£ s. d.	
Cash	44 4 0	38 8 0	Boys not fit to drive horses—same wage as women.	26 0 0	Regular wage 7s. per week.
House and garden	No garden 3 0 0	No garden 3 0 0	- - -	*4 0 0	Harvest wage 18s. per week.
Manure for garden	- - - - -	- - -	- - -	1 0 0	Potato lifting 12s. per week.
Milk per diem	¼ gall. new 7 12 1	- - -	- - -	Use of cow 14 0 0	
Potatoes	500 yards 1 5 0				
Cartage of coals	5 tons at 1s. 0 5 0	5 tons at 1s. 0 5 0	- - -	5 tons at 3s. 0 15 0	
Harvest money	0 10 0	0 10 0			
Road money	- - - -	- - - -	- - -	To sales 0 17 0	
	£56 16 1	£42 3 0		£46 12 0	

* Married man.

WAGES and ALLOWANCES on FARM occupied by Mr. PATON, Kirkness, Lochgelly, Kinross County.

—	Foreman.	Resident Ploughmen (married).	Unmarried Ploughmen in bothy.	Cattleman.	Shepherd.	Lads.	Women.
	£ s. d.	£ s. d.	£ s. d.		£ s. d.		
Cash	30 0 0	26 0 0 to 28 0 0	20 0 0 to 26 0 0	Same as senior married ploughman.	28 0 0	10d. to 1s. per day.	Regular wage 7s. per week.
Free house and garden.	4 10 0	4 10 0 4 10 0	- - - -	- - -	4 10 0		
Manure for garden.	0 6 0	0 6 0 0 6 0	- - -	Cash 28 0 0	0 6 0		
Straw for pig	- - -	- - - -	- - - -	Perquisites. 22 19 4			
Milk per diem	7 12 1	7 12 1 7 12 1	7 12 1 7 12 1	- - - -	7 12 1		
Oatmeal	5 13 9	5 13 9 5 13 9	5 13 9 5 13 9	- - - -	5 13 9		
Potatoes	24 cwts. 3 0 0	3 0 0 3 0 0	0 10 0 0 10 0	- - - -	3 0 0		
Coals	- - -	- - - -	1 10 0 1 10 0				
Cartage of coals	5 tons at 2s. 6d. 0 12 6	0 12 6 0 12 6	- - - -	- - -	0 12 6		
Harvest money	0 10 0	0 10 0 0 10 0	0 10 0 0 10 0	- - - -	0 10 0	1s. 8d. to 2s. per day.	3s. per day when cutting, 1s. 6d. to 2s. per day when carting, 2s. potato lifting.
Bothy accommodation.	- - -	- - -	2 0 0 2 0 0				
Special allowances.	for breaking a young horse. 0 5 0	0 5 0 to 0 5 0	- - -	- - - -	Food at lambing. 1 0 0 Meal for dog. 1 0 0		
Road money	0 10 0	0 10 0 0 10 0	0 10 0 to 0 10 0	- - - -	0 15 0		
	£52 19 4	£48 19 4 to 50 19 4	£38 5 10 to 44 5 10	£50 19 4	£52 19 4		

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WAGES and ALLOWANCES on FARMS occupied by Mr. ALEXANDER, Cambus near Alloa, and Mr. MORGAN, East Gogar, Clackmannan.

Cambus Farm.	Foreman, acting as 1st Ploughman.	2nd Ploughman in bothy.	Junior Ploughman in bothy.	Cattleman in bothy.	Women.	Orra Men.
	£ s. d.	£ s. d.		£ s. d.		
Cash	39 0 0	34 0 0	23*l.* to 26*l.*, and perquisites same as to 2nd man in bothy. £14 8 11	24 0 0	Regular wage 9*s.* per week.	Regular wage 3*s.* to 3*s.* 6*d.* per day.
House and garden	4 10 0	- - - -		Perquisites 14 8 11	Harvest 3*s.* 6*d.* per day.	Harvest 3*s.* 6*d.* per day.
Manure for garden — 2 loads	0 6 0	- - - -			Threshing 2*s.*4*d.*	Harvest food 15*s.*
Milk per diem — ½ gall. skim	3 0 10	3 0 10				
Oatmeal — 65 stones at 1*s.* 9*d.*	5 13 9	5 13 9				
Potatoes — 8 cwts.	1 0 0	1 0 0				
Coals	- - - -	⅓ share 1 3 4				
Cartage of coals — 3 tons at 2*s.* 6*d.*	0 7 6	- - - -				
Harvest money	0 15 0	0 10 0				
Road money	0 4 0	0 4 0				
Bacon — 1 pig killed	2 10 0	⅓ of pig 0 17 0				
Wheat — 1 sack	0 15 0	- - - -				
Bothy accommodation	- - - -	1 0 0				
Use of bed, &c.	- - - -	0 15 0				
Cleaning out bothy	- - - -	0 5 0				
	£58 2 1	£48 8 11	£37 8 11 £40 8 11	£38 8 11		

East Gogar Farm.	Foreman acting as 1st Ploughman.	2nd Ploughman in bothy.	Junior Ploughman in bothy.	Women.
	£ s. d.	£ s. d.	£ s. d. £ s. d.	
Cash	33 0 0	30 0 0	20 0 0 to 22 0 0	Regular wage 1*s.* 6*d.* per day.
Board in kitchen — 8*s.* 6*d.* per week	22 2 0	22 2 0	22 2 2 to 22 2 0	Harvest 3*s* 9*d.* per day.
Potatoes — In lieu	1 0 0			
Coals	- - -	0 15 0		
Cartage of coals — 5 tons at 3*s.*	0 15 0			
House rent — Paid for him	3 0 0			
Bothy accommodation	- - -	1 0 0		
Use of bed, &c.	- - -	0 15 0		
Cleaning out bothy	- - -	0 5 0		
	£59 17 0	£54 17 0	£42 2 2 to £44 2 0	
A young pig	1 0 0			
Brewers' dregs for pigs — 26 barrels at 1*s.*	1 6 0			
	£62 3 0			

WAGES and ALLOWANCES on FARMS occupied by Mr. KAY, Insch, and Mr. FISHER, Jellyholme. CLACKMANNAN.

Insch Farm.	Grieve.	1st and 2nd Ploughman in bothy.	3rd Ploughman in bothy.	Junior Ploughman.	Cattleman.	Women and Orra Men.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	
Cash	25 0 0	35 0 0	30 0 0	21 0 0 to 25 0 0	32 0 0	*Women.*
House and garden	4 0 0	4 0 0	- - -	- - -	4 0 0	Regular wage 1*s.* 4*d.* per day.
Manure for garden	0 6 0	0 6 0	- - -	- - -	0 6 0	Harvest 2*s.* 6*d.* per day.
Milk — * Use of 2 cows	30 0 0					Potato-lifting 1*s.* 6*d.* per day.
Oatmeal — 65 stones	5 13 9	65 stones 5 13 9	65 stones 5 13 9	- - -	5 13 9	
Potatoes — 6 cwt.	0 15 0	6 cwt. 0 15 0	0 15 0	- - -	6 cwt. 0 15 0	*Orra Men.*
Coals — 5 tons	3 2 6	- - -	Per man 1 10 0			Regular wage 3*s.* per day. More at busy times, such as harvest and threshing.
Cartage of coals	- - -	5 tons at 2*s.* 6*d.* 0 13 6	- - -	- - -	5 tons at 2*s.* 6*d.* 0 12 6	
Harvest money	1 0 0	1 0 0	1 0 0	Perquisites to bothy men 10 18 9	1 0 0	
Special allowances — Permission to keep poultry and all food for them, 18 hens at 5*s.*	4 10 0		Bothy accom. 2 0 0			
	£74 7 3	£47 7 2	£40 18 9	£31 18 9 to £35 18 9	£44 7 3	

* The cows are changed every six months so that they are always in full milk.

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JELLYHOLME.

——	Grieve.*	2nd Ploughman.	Cattleboy, age 18.	Women.
Cash	1*l.* per week £52 0 0	£24 0 0	£14 0 0	Regular wage 1*s.* 4*d.* per day.
House and garden	5 0 0			
Manure for garden	0 6 0			*Orra Men.*
Cartage of coals	5 tons at 1*s.* 6*d.* 0 7 6			Regular wage 3*s.* to 3*s.* 6*d.* per day.
Board in farmhouse	-	8*s.* 6*d.* per week 22 2 0	8*s.* 6*d.* per week 22 2 0	
Bothy accommodation	-	1 0 0	1 0 0	
Coals	-	*Ad. lib.* 1 10 0	1 10 0	
Bed, cleaning out of bothy, &c.	-	1 0 0	1 0 0	
	£57 13 6	£49 12 0	£39 12 0	

* This man acts as grieve and head ploughman.

WAGES and ALLOWANCES on FARMS occupied by Mr. FERNIE, Hilton, and Mr. KINROSS, Hillend.

CLACKMANNAN.

Hilton Farm.	Grieve.	1st Ploughman.	2nd Ploughman.	Junior Ploughman in bothy.	Women and Boy.
Cash	£40 0 0	£35 0 0	£33 0 0	£24 0 0	*Women.*
House and garden	4 0 0	4 0 0	Same perquisites as 1st ploughman.		Regular wage 1*s.* 4*d.* per day.
					Harvest wage 3*s.* „
					Potato-lifting 2*s.* „
Manure for garden	0 6 0	0 6 0			
Milk per diem	½ gall. new 7 12 1	Skim 3 0 10	14 10 1	Skim 3 0 10	* *Boy* in charge of cattle.
Oatmeal	65 stones 5 13 9	5 13 9	- -	5 13 9	£ *s.* *d.*
Potatoes	4 cwt. 0 10 0	0 10 0	- -	2 cwt. 0 5 0	Cash per annum - 10 0 0
Coals	4 tons at 12*s.* 6*d.* 2 10 0	- - -	- -	4 tons 2 10 0	Meal and milk - 8 14 7
					£18 14 7
Cartage of coals	- - -	5 tons at 1*s.* 0 5 0			
Harvest money	0 12 0	0 12 0	- - -	0 12 0	
Road money	0 5 0	0 2 6			
Bothy accommodation	- - -	- - -	- - -	1 0 0	
Bed clothes, washing and cleaning bothy.	- - -	- - -	- - -	0 15 0	* This boy has the option of living in the bothy, but prefers his parents' house.
	£61 8 10	£49 10 1	£47 10 1	£37 16 7	

Hillend Farm.	Working Foreman.	2nd Ploughman in bothy.	Strong lad, bothy.	——
Cash	19*s.* per week £49 8 0	£26 0 0	£17 0 0	Harvest wages to casual labourers, per week.
House and garden	5 0 0			£ *s.* *d.*
Manure for garden	0 6 0			Money - - 1 1 0
Milk per diem	Skim, small pint 1 10 5			Value of food - 0 8 6
Oatmeal	None.			£1 9 6
Potatoes	800 yards 2 0 0			
Coals	- - - -	For bothy 1 10 0	For bothy 1 10 0	
Cartage of coals	5 tons at 1*s.* 0 5 0			
Harvest money	0 18 0			
Food in farmhouse	- - - -	8*s.* 6*d.* per week 22 2 0	22 2 0	
Bothy accommodation	- - - -	1 0 0	1 0 0	
Bed, washing, cleaning bothy, &c.	- - - -	1 0 0	1 0 0	
	£59 7 5	£51 12 0	£42 12 0	

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WAGES and ALLOWANCES on FARMS occupied by Mr. DRYSDALE, Kingomuirs, and Mr. BLELOCK, Hazleyshaw, Clackmannan.

Kingomuirs Farm.	Foreman in bothy, works a pair of horses.	Ploughman in bothy.	Ploughman, married.	Dairy Maid.	—
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	
Cash	31 0 0	28 0 0	31 0 0	24 0 0	
House and garden	—	—	5 0 0		
Manure for „	—	—	0 6 0		
Milk per diem	Skim 3 8 5	3 8 5	3 8 5		
Oatmeal	65 stones 5 13 9	5 13 9	5 13 9		
Potatoes	4 cwts. 0 10 0	0 10 0	0 10 0		
Coals	For bothy 1 11 3*	1 11 3			
Cartage of coals	—	—	6 tons at 2s. 0 12 0		
Harvest money	0 10 0	0 10 0	0 10 0		
Bothy accommodation	1 0 0	1 0 0			
Bed clothes, washing, and cleaning bothy.	1 0 0	1 0 0			
Board and lodging in farmhouse	—	—	—	10s. per week, 26l. 10s. 0d.	
	£44 13 5	£41 13 5	£47 0 2	£46 0 0	

Hazleyshaw Farm.	1st Ploughman (bothy).	2nd Ploughman (bothy).	3rd Man.	Woman worker.	Casual Labourers.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	
Cash	22 0 0	19 0 0	13 0 0	14 0 0	Regular wage 16s. to 18s. per week.
Milk per diem	Skim 3 0 10				
Oatmeal	65 stones 5 13 9				Harvest wage 20s. to 22s. 6d., with food worth 6d. per day
Potatoes	5 cwts. 0 10 0				
Coals	2 tons at 10s. 6d. 1 1 0*		1 10 0		
Harvest money	1 0 0	Perquisites same as 1st Ploughman, 13l. 15s. 7d.			
Road moneys	0 10 0				
Bothy accommodation	1 0 0		1 0 0		
Bed clothes, washing, and cleaning bothy, &c.	1 0 0		1 0 0		
Fed in farmhouse	—		8s. 6d. per week 22 2 0	20 0 0	
	£35 15 7	£32 15 7	£38 12 7	34 0 0	

* Actual cost as taken from receipted accounts.

WAGES and ALLOWANCES on FARMS occupied by Mr. BALLINGAL, Dunbog, and Mr. BELL, Todhall, Fifeshire.

Dunbog Farm.	Grieve.	1st Ploughman.	2nd Ploughman.	3rd, 4th, & 5th Ploughman.	Cattleman.	Orra Man.	Shepherd.	Women.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	
Cash	30 0 0	32 0 0	30 0 0	30 0 0 to 26 0 0	31 0 0	39 0 0	24 0 0	Regular wage, 1s. 2d. per day.
House and garden	4 0 0	4 0 0				4 0 0	4 0 0	
Straw for pigsty	6 cwts. at 1s. 0 6 0	0 6 0				0 6 0	0 6 0	Harvest, 3s, 3d. per day.
Milk	Use of a cow. 15 0 0	¼ gal. new. 7 12 1				5 0 0	Use of a cow. 15 0 0	Potato lifting, 2s.
Oatmeal	65 stones 5 13 9	65 sts. 5 13 9	Perquisites same as 1st ploughman, 22l. 14s. 4d.	Perquisites, 22l. 14s. 4d.	Perquisites, 22l. 14s. 4d.		5 13 9	
Potatoes	1,600 yds. 3 15 0	1,600yds 3 15 0					1,600 yds. 3 15 0	
Coals	—	—					0 12 6	
Cartage of coals	5 tons at 2s. 6d. 0 12 6	0 12 6				0 12 6	0 15 0	
Harvest money	0 15 0	0 15 0				0 15 0	Food at lambing time. 1 0 0	
Special allowance								
	£60 2 3	£54 14 4	£52 14 4	£48 14 4 to £52 14 4	£53 14 4	£49 13 6	£55 2 3	

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Todhall Farm.	Grieve.	1st Ploughman.	2nd Ploughman.	Other Ploughmen.	Cattleman.	Orra Man.	Handyman.	Women.
	£ s. d.	£ s. d.	£ s. d.				£ s. d.	
Cash	28 0 0	30 0 0	23 0 0	Less cash with similar perquisites to 1st & 2nd ploughman.	Same as 1st ploughman in all respects.	Regular wage, 18s. per week.	46 16 0	Regular wage, 1s. 4d. per day.
House and garden	4 0 0	4 0 0					4 0 0	
Manure for garden	0 6 0	0 6 0				Harvest, 27s. per week.	0 6 0	Harvest, 3s. 6d. per day.
Milk	Use of a cow. 15 0 0	½ gul. new. 7 12 1						
						52 at 18s. 46l. 16s. 0d.		Potato lifting 2s.
Oatmeal	65 stones at 1s. 9d. 5 13 9	65 sts. 5 13 9	Perquisites same as to 1st ploughman, 23l. 14s. 10d.			Harvest, 4 at 27s. 5l. 8s. 0d.		
Potatoes	1,600 yds. 3 15 0	3 15 0						
Coals	—	—						
Cartage of coals	5 tons at 6s.* 1 10 0	1 10 0						
Straw for pigsty	6 cwts. at 1s. 0 6 0	0 6 0						
Harvest money	0 12 0	0 12 0						
	£59 2 9	£53 14 10	£51 14 10	£45 14 10 to £51 14 10	£53 14 10	£52 4 0	£51 2 0	

* The coals for Todhall cottages are driven from Largo Hill, a distance of 10 miles, and the men get large measure at pithead prices.

WAGES and ALLOWANCES on FARMS occupied by Mr. LEES, Pitscottie, and Mr. MITCHELL, Fliskmillen, Fifeshire.

Pitscottie Farm.	Grieve.	2nd Ploughman in bothy.	3rd Ploughman in bothy.	Cattleman.	Women.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	
Cash	30 0 0	26 10 0	23 10 0	27 0 0	Regular wage, 1s. 3d. per day.
House and garden	4 0 0	—	—	4 0 0	Harvest wage, 3s. per day.
Straw for pigsty	¼ ton 0 10 0	—	—	0 10 0	Potato lifting, 2s. 3d. per day.
					Orra Men.
Milk per diem	½ gal. new 7 12 1	7 12 1	7 12 1	7 12 1	Regular wage, 15s. per week.
Oatmeal	65 sts. at 1s. 9d. 5 13 9	5 13 9	5 13 9	5 13 9	Harvest wage. 25s. per week.
Potatoes	1,600 yards 3 15 0	0 10 0	0 10 0	1,600 yards 3 15 0	Potato lifting, 17s. 6d. per week.
Coals	—	1 10 0	1 10 0	- - -	
Cartage of coals	5 tons at 3s. 6d. 0 17 6	—	—	5 tons at 3s. 6d. 0 17 6	
Harvest money	0 10 0	0 10 0	0 10 0	0 10 0	
Road money	0 2 0	—	—	0 2 0	
Bothy accommodation	—	1 0 0	1 0 0		
Bed, washing, and cleaning bothy.	—	1 0 0	1 0 0		
	£53 0 4	£44 5 10	£41 5 10	£50 0 4	

Fliskmillen Farm.	Married Ploughman and Cattleman.	Shepherd.	Strong lads.
	£ s. d. to £ s. d.	£ s. d. to £ s. d.	£ s. d. to £ s. d.
Cash	27 0 0 to 32 0 0	28 0 0 to 30 0 0	22 0 0 to 24 0 0
Harvest	0 15 0 0 15 9	— —	0 15 0 0 15 0
Perquisites	22 10 10 22 10 10	22 10 10 22 10 10	— —
Meal and milk	— —	— —	13 5 10 13 5 10
	£50 5 19 to £54 5 10	£50 10 10 to £52 10 10	£36 0 10 to £38 0 10

PERQUISITES to RESIDENTS and their VALUE.

Fliskmillen Farm.	Quantities.	Value.
		£ s. d.
Free house and garden	- - -	4 0 0
Milk per day	Half gallon new	7 12 1
Oatmeal	65 stones	5 13 9
Potatoes	1,600 yards	3 15 0
Cartage of coals	Five tons at 4s.	1 0 0
Road moneys	- - -	0 4 0
Manure for garden	- - - -	0 6 0
		£22 10 10
Harvest food	30 days at 6d.	0 15 0
		£23 5 10

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MEMORANDUM of WAGES and PERQUISITES paid to SERVANTS on KENNET HOME FARM in the years 1867 and 1892 and showing GENERAL and INDIVIDUAL RISE.

CLACKMANNAN.

—	No. 1. Farm Grieve.		No. 2. Ploughman.		No. 3. Ordinary Labourer.	
	1867.	1892.	1867.	1892.	1867.	1892.
Money wage	£ 24 0 0	£ 46 16 0	£ 22 0 0	£ 44 4 0	£ 31 4 0	£ 44 4 0
House and garden	4 10 0	and light 7 0 0	4 0 0	5 0 0	4 0 0	5 0 0
Oatmeal	65 stones 6 10 0	65 stones 5 10 0	65 stones 6 10 0			
Cartage of coals	1 0 0	1 0 0	1 0 0	1 0 0	1 0 0	1 0 0
Potatoes (planted)	1 0 0	2 0 0	1 0 0	1 0 0	—	1 0 0
Allowance for harvest and haytime	- - - -	1 5 0	- - - -	1 5 0	—	1 5 0
Firewood	- - - -	0 10 0	- - - -	0 10 0	—	0 10 0
Allowance for Sunday	- - - -	3 5 0				
	£36 10 0	£67 6 0	£34 10 0	£52 19 0	£36 4 0	£52 19 0
Increase of wages per cent.	- - - -	84·38	- - - -	53·47	—	46·3

General Increase of Wages (in 25 years) to grieve, ploughman, and ordinary labourer, 61·38 per cent.

APPENDIX C2.

PARTICULARS regarding FARM SERVANTS on the FARMS of BALCARRES MAINS and RIRES, under the management of Mr. FLOCKHART, Colinsburgh, from 28 November 1891 to 28 November 1892.

Farm.	Name of Servant.	Occupation.	Yearly Wages.	Perquisites.	Sums advanced during year.	Paid at Terms.	
						Whitsunday.	Martinmas.
Balcarres Mains	William Ramsay	Ploughman	£ 30	House and garden, 6½ bolls oatmeal, ¼ gallon new milk daily, 3 loads potatoes (say 9 bolls), coals driven, bread and beer 6d. per day for four weeks during harvest, straw for pig.	£ s 10 0	£ s. 10 0	£ s. 10 0
„	John Carswell	„	28	Same as above	5 0	12 0	11 0
„	Wm. Brunton	Cattleman	27	Same as above	—	13 10	13 10
„	Wm. Robertson	Ploughman	29	Bothy with use of coals and potatoes, 6½ bolls oatmeal, ¼ gallon new milk daily, bread and beer 6d. per day for four weeks during harvest.	—	14 10	14 10
„	David Shepherd	„	18	Same as above.	—	9 0	9 0
„	John White	Steward	52	House and garden, 6½ bolls oatmeal, use of milk and potatoes, coals and light.	—	26 0	26 0
Rires	Jas. Rintoul	Ploughman	30	House and garden, 6½ bolls oatmeal, ¼ gallon new milk daily, 3 loads potatoes (say 9 bolls), coals driven, bread and beer 6d. per day for four weeks during harvest, straw for pig.	—	15	15 0
„	Alex. Chalmers	„	28	Same as above	11 0	8 10	8 10
„	Robert Imrie	„	29	Same as above	10 10	9 0	9 10
„	Walter Dowie	„	28	Same as above	—	14 0	14 0
„	John Colville	Cattleman	27	Same as above	—	13 10	13 10
„	James Harvey	Shepherd	28	Same as above	—	14 0	14 0
„	Jos. Macdonald	Ploughman	25	Bothy with use of coal and potatoes, 6½ bolls oatmeal, ¼ gallon new milk, bread and beer 6d. per day for four weeks during harvest.	—	12 10	12 10
„	Jas. Barri (lad)	Worker of orra horse	12	Same as above	0 10	6 0	5 10

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APPENDIX C3.

LIST of ARTICLES in daily consumption, the price of which shows a reduction of 20 per cent. in 1892 as compared with 1871. These figures refer chiefly to agricultural labourers' budgets, and are taken from the books of a grocer and general merchant in St. Andrew's, Fife.

	1892.	1871.
	s. d.	s. d.
Tea, per pound	2 0	2 8
Sugar „	0 2½	0 4½
Ham „	0 10	0 11
Cheese „	0 6½	0 6½
Butter „	1 3	1 4
Barley „	0 1½	0 2
Rice „	0 1½	0 2
Currants „	0 4	0 5
Raisins „	0 5	0 6
Tapioca „	0 3	0 4
Soap „	0 3	4
Syrup „	0 2	0 3
Treacle „	0 1½	0 2
Coffee „	1 8	1 8
Meal, per peck	1 0	1 1
Flour „	0 11	1 1
Matches, per dozen	0 2½	0 3
Bread, per loaf	0 4½	0 6½
	10 9½	12 9½

Note.—This merchant's books show that the grocery account for a family of six persons averages at present 10*l.* to 12*l.* Twenty years ago the figures would be 12*l.* 10*s.* to 15*l.* R. H. P.

APPENDIX C4.

LABOURERS' BUDGETS.

PARTICULARS obtained from a cattleman's wife near Cupar, Fife, whose household consisted of father, mother, and seven of a family, one at work.

Expenditure per Week.

	£ s. d.
½ lb. of tea	0 1 0
½ lb. butter	0 0 7
6 lbs. of sugar	0 1 0
Bread	0 3 0
Peas and barley for broth	0 0 3
½ pot of jam	0 0 3½
Butcher meat	0 1 0
Cheese	0 1 0
Per week	0 8 1½
Per annum	21 2 0
Clothes and boots for family	14 0 0
„ „ for husband	4 10 0
„ „ for wife	3 0 0
Coals, 5 tons at 12*s.*	3 0 0
Doctor's bill	1 0 0
Expenditure for year	46 12 0

Earnings in Cash.

	£ s. d.
Cattleman's wage per annum	29 10 0
Wife's earnings on the farm	14 5 0
Eldest boy's earnings on the farm	23 8 0
Total earnings	67 3 0
Balance to credit	20 11 0
	£67 3 0

APPENDIX C5.

PARTICULARS of a BOTHY MAN'S BUDGET, obtained from Hazleyshaw Farm Bothy, in Clackmannan.

Expenditure per Week.

	£ s. d.
¼ lb. of tea	0 0 6
Bread, 2 loaves	0 0 10
1 lb. butter	0 1 2
1 pot jam	0 0 6
Butcher meat	0 1 1½
Herrings, 4 at ½*d.*	0 0 2
2 lbs. sugar at 2½*d.*	0 0 5
Per week	0 4 8½
Per annum	12 4 10
1 suit of clothes	3 0 0
2 pairs of boots, at 15*s.*	1 10 0
5 caps, and 1 hat	0 11 0
Expenditure for year	17 5 10

Earnings in Cash.

	£ s. d.
Wage per annum	22 0 0
⅓ oatmeal sold	3 15 10
	25 15 10
Balance to credit	8 10 0
	£25 15 10

PARTICULARS of a BOTHY MAN'S BUDGET, obtained from the foreman, who lives at King O'Muirs, Alloa.

Expenditure per Week.

	£ s. d.
¼ bottle essence of coffee	0 0 2½
Bread, 3 loaves	0 1 3
Butter, 1 lb.	0 1 2
Jelly, 1 pot	0 0 7
Butcher meat	0 0 9
Herrings, 4 at ½*d.*	0 0 2
Sugar, 2 lbs. at 2*d.*	0 0 4
Per week	0 4 5½
Per annum	11 11 10
2 suits of clothes	6 0 0
2 pairs of boots	1 10 0
2 caps, and 1 hat	0 8 0
	£19 9 10

Earnings in Cash.

	£ s. d.
Wage per annum	31 0 0
½ oatmeal sold	2 17 0
	33 17 0
Balance to credit	14 7 2
	£33 17 0

Note.—The foreman, in reply to the question "How "much can you lay by every year?" said, "I don't "smoke or drink, and my wage is only raised to 31*l.* "from to-day, but I think I can save nearly 14*l.* out of "what I get and sell." This corresponds with his "budget."

APPENDIX C6.

PARTICULARS of COALS consumed in the year by a labourer of the better class, whose house had three rooms with fireplaces.

Year.	Quantity Consumed.
	Tons. cwts. qrs.
1881	6 13 1
1882	5 10 3
1883	5 0 0
1884	6 6 0
1885	5 12 0
1886	6 6 0
1887	6 15 2
1888	7 17 5*
1889	6 15 0
1890	8 2 2
1891	5 0 0
1892	5 12 0
Total number of years 12	75 10 2
Average per year	6 5 3½

* Sickness among the children.

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APPENDIX D.

SELECTED EVIDENCE.

D1.—General Epitome of Employers' Evidence.
D2.—Evidence from Mr. Burns Begg.
D3.—Evidence from Mr. Kay.
D4.—Evidence from Mr. Flockhart.

D1.—EPITOME of EVIDENCE given by EMPLOYERS.

Names of Witnesses.	(1.) Supply of Labour.	(2.) Demand for Labour.	(3.) Increase or Decrease in Supply during past 15 years.	(4.) Immigration at Particular Seasons.	(5.) Efficiency of Labourers.
			CLACKMANNAN.		
Lord Balfour, Kennet Home Farm.	Plenty for present needs. At special times scarce.	- - -	Decrease to the extent of 10 per cent. to 25 per cent.	Only to a small extent at harvest.	No appreciable difference. Not so efficient as in purely agricultural districts.
Mr. A. Mitchell, Alloa.	Scarce all round. Cause for scarcity, competing industries.	A decrease. Farmers not so particular now. Cannot afford it.	A decrease - -	Very little. Does not affect the employment of Scotch.	A marked falling off both as regards quantity and quality of work.
Mr. Alexander, Cambus, Alloa.	A growing scarcity. Plenty in 1892. Owing to dull trade in Alloa.	- - -	Decided decrease. Women hardly to be had now.	None worth speaking about. At harvest women come from towns.	No perceptible falling off. Young men require to be humoured now.
Mr. Morgan. East Gogar, near Stirling.	——	——	——	——	——
Mr. Fisher, Jellyholme, Alloa.	Suitable men scarce -	Less employment given by farmers. Boys at low wage preferred to men.	30 per cent. decrease on the Dryfield land.	Very little - -	Decided falling off. Men do not exert themselves as formerly.
Mr. Fernie, Hilton, Alloa.	Has felt no difficulty in getting men, but women are very scarce.	- - -	Has no more difficulty in getting labourers than 15 years ago.	Very little immigration, except from Alloa in dull trade.	Sees no difference to what they were 17 years ago.
Mr. Kinross, Hillend, Clackmannan.	A scarcity of good men. Plenty bad ones.	- - -	Undoubtedly a decrease. Due to mills, mines, and factories.	A few Irish at harvest. Very little immigration.	Not so willing or good as formerly, especially young men.
Mr. Drysdale, King O'Muirs, Alloa.	Difficulty in getting married men. Due to his cottages being bad.	——	——	——	——
Mr. Blelock, Hazleyshaws, Forrest Mill.	When trade is good men are scarce. Not so this year (1892).	——	——	——	——
			FIFESHIRE.		
R. Cathcart, Esq., of Pitcairley, Newburgh.	Good hands and steady married men are scarce.	Fewer labourers required. Machinery has superseded them.	A decrease - -	——	——
Mr. Ballingal, Dunbog, Newburgh.	Men in fair supply, women scarce.	No falling off on good land. More grass in inferior districts.	Decrease both in supply and demand on the whole.	None now. All stopped by introduction of machinery.	The labourer does not work so hard as formerly.
Mr. Bell, Todhall, Cupar.	Has no difficulty in getting people. Orra men are scarce.	A saving effected by machinery, but no decrease in tillage.	- - -	- - - -	Young men often unreliable. Generally speaking the labourers are as good as ever they were.
Mr. Mitchell, Fliskmillen, Newburgh.	Good married men are scarce. They prefer town labour.	The labour bill is not so large as it used to be.	Decrease both of men and women.	A little at times, but it is district immigration from the Tay Fisheries.	"Let him alone and the labourer is as good a man as ever."
Mr. Lees, Pitscottie, near Ceres.	No scarcity of labourers, either regular or casual.	Not so much demand as formerly. Harvest is chiefly done by machines.	Decided decrease both in demand and supply.	None now, formerly crowds of Irish came.	No falling off. Some farmers complain, but there are faults on both sides.
Evidence of employers at Montrave meeting.	All classes of agricultural labourers are very scarce.	Less labour required. More grass and less tillage.	Decrease in demand 10 per cent. Decrease in supply 30 per cent.	- - - -	Decided falling off.
Evidence of employers at Dunfermline.	Good men are scarce. Orra men very scarce. Mines and factories attract them.	Not so much demand for casual labour.	Decrease in supply. Ploughmen 7 to 10 per cent. Casual labourers 30 per cent.	Very little now. A few farmers employ Irish immigrants for the summer months.	Falling off in quantity of work. Quality as good as ever. Not so good as in purely agricultural districts.
			KINROSS COUNTY.		
Mr. Beveridge, Kinneston, Leslie.	No scarcity of men. Scarcity of women. Cause for scarcity, competing industries.	Less labour required now. More land in grass, and farm work not so well done.	Considerable decrease	Almost none. A few people from villages at harvest time.	No falling off from former times. As good as in Fifeshire.
Mr. J. Tod, West Breckley, Kinross.	A scarcity of both sexes. Railways attract men. Factories attract women.	Less employment given owing to decrease of tillage.	Considerable decrease	Fishermen look for jobs during winter, when Loch Leven is closed.	Inferior to 20 years ago, especially true of ploughmen.
Mr. W. B. Constable, Benarty, Blairadam.	Very scarce, both men and women.	A great reduction in labour during last 10 years.	Decrease - -	Only fishermen from Loch Leven. No Irish.	Sees no falling off. Do not work so hard as in Fife or Lothians.
Mr. Paton, Kirkness, Lochgelly.	Great scarcity of both sexes, owing to competing industries.	A decrease in demand. Save on good soil, farmers till less and till worse.	A decided decrease as compared with 15 years ago.	None except at harvest and potato lifting. No Irish.	A distinct falling off both in quantity and quality, especially true of ploughmen.

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Names of Witnesses.	(6.) Nature of Employment.	(7.) Engagements and Periods of Payment to regular Labourers.	(8.) Piece-work. Is it practised?	(9.) Nature and Prices of Piece-work.	(10.) Mode of Payment adopted at Haytime.
		CLACKMANNAN.			
Lord Balfour, Kennet Home Farm.	Regular and continuous -	All in charge of horses and stock, by the year. Labourers by the month.	Men in charge of stock do not work so. Women and labourers may if they like.	Draining, hedge-cutting, turnip pulling, and manure spreading.	1*s.* per day extra for 10 days.
Mr. A. Mitchell, Alloa.	Mostly regular and continuous.	Regular hands by the year. Orra men and women by week or fortnight. Pays every fortnight.	—	—	—
Mr. Alexander. Cambus, Alloa.	Regular and continuous -	Engaged by the year; paid by instalments when required. Women engaged and paid by the day.	Sometimes, chiefly by casual labourers, male and female.	Turnip singling and pulling, 1½*d.* to 2*d.* per 100 yards.	No special wage.
Mr. Morgan, East Gogar, near Stirling.	Regular and continuous -	Engaged by the year. Pays every week, fortnight, or month. Balances half-yearly.	- - - -	- - - -	No change.
Mr. Fisher, Jellyholme, Alloa.	Regular and continuous. Casual labourers at harvest and potato lifting.	Sometimes by the half year. Generally by the year. Pays fortnightly.	Yes, occasionally -	Singling and pulling turnips 1½*d.* to 1½*d.* per 100 yards.	No change.
Mr. Fernie, Hillton, Alloa.	Regular and continuous Requires an odd hand or two when threshing.	By the year. Pays 1*l.* per fortnight, more if asked. Yearly or half-yearly settlements.	Yes, occasionally. Not so much by regular labourers as casual.	Pulling turnips, yellows, 1½*d.* per 100 yards, swedes, 1½*d.* per 100 yards.	No change.
Mr. Kinross, Hillend, Clackmannan.	Regular and continuous. Occasionally an odd hand taken in.	Men engaged at Glasgow, Stirling, and Falkirk are by the half year. Alloa, Perth, and the North by the year. Pays when asked.	Yes, occasionally -	Pulling turnips 1½*d.* to 1½*d.* per 100 yards. Singling at same rate.	No change.
Mr. Drysdale, King O'Muirs, Alloa.	Regular and continuous -	Married men by the year. Occasionally bothy men by the half year.	—	—	—
Mr. Blelock, Hazleshaws, Forrest Mill.	Regular and continuous -	All by the year. Pays when money is asked, generally every fortnight.	Not much. Only in times of pressure.	Turnip singling, yellows, 1½*d.* per 100 yards, swedes 1½*d.* per 100 yards.	No change.
		FIFESHIRE.			
R. Cathcart, Esq., of Pitcairlie, Newburgh.	Regular and continuous -	All by the year. Paid by instalments and accounts settled every six months.	—	—	—
Mr. Ballingal, Dunbog, Newburgh.	Regular and continuous -	Yearly engagements. Pays by instalments, settling up once a year.	Very little practised. Sometimes turnips singled and pulled by 100 yards.	Singling 7*s.* to 8*s.* per acre. Pulling 1½*d.* per 100 yards, yellow. Pulling 1½*d.* per 100 yards, swedes.	No change.
Mr. Bell, Todhall, Cupar.	Regular and continuous to both men and women.	Men all engaged by the year. Women not formerly engaged. Pays as often as asked.	Not liked by either party and little resorted to.	Sometimes turnips are singled and pulled, 5*s.* to 7*s.* 6*d.* per acre for both.	No change. All done by regular hands during ordinary hours.
Mr. Mitchell Fliskmillen, Newburgh.	Regular and continuous to both men and women.	Men engaged by the year. The engagement of the parent binds the daughter.	- - - -	- - - -	No change.
Mr. Lees, Pittscottie, near Ceres.	A regular staff all the year round. Women in bad weather work under cover.	Men engaged by the year. Pays by instalments to suit his men.	None. Stopped it three years ago.	- - - -	No change.
Evidence of employers at Montrave meeting.	Farmers employ a regular staff all the year round.	Yearly engagements. Young men sometimes by the half year or month.	- - - -	- - - -	No change.
Evidence of employers at Dunfermline.	Each farm has its regular staff and those are constantly employed.	Regular hands by the year. Paid either by fortnightly instalments or in full every second Saturday.	Yes, to some extent. Mostly by casual labourers.	Turnip singling and pulling 1*d.* to 1½*d.* per 100 yards for both jobs.	No variation from the ordinary custom.
		KINROSS COUNTY.			
Mr. Beveridge, Kinneston, Leslie.	Only a few casual men at busy times. All others engaged continuously.	All engaged by the year. Paid monthly by instalments. Accounts balanced yearly.	Very little practised. Only by casual labourers.	Singling turnips 6*s.* 6*d.* to 8*s.* per acre. Topping and tailing turnips, yellows, 6*s.* 6*d.*, swedes 7*s.* 6*d.* to 7*s.* 9*d.*	No departure from ordinary mode. No extra wage.
Mr. J. Tod, West Beckley, Kinross.	Regular and continuous to resident labourers. Women employed regularly, weather permitting.	Ploughmen, shepherds, cattlemen, by the year. Paid by instalments.	Seldom practised. Occasionally casual labourers take such work.	Topping and tailing turnips, 6*s.* to 8*s.* per acre.	No change from ordinary terms.
Mr. W. B. Constable, Benarty, Blairadam.	Constantly employed -	Engaged by the year. Paid by advances when asked. Yearly settlements.	Not liked by either party, and seldom practised by regular people.	Singling turnips 7*s.* 9*d.* per acre, topping and tailing according to crop, 6*s.* to 8*s.*	No change from ordinary terms.
Mr. Paton, Kirkness, Lochgelly.	Regular and continuous, both as applies to men and women.	Men engaged by the year and paid by advances as desired. Women from day to day.	Not much practised. Confined to casual labourers.	Singling and topping and tailing turnips 6*s.* to 7*s.* 9*d.* per acre.	In broken weather the people work extra time and get food or a money gratuity.

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Names of Witnesses.	(11.) Mode of Payment adopted at Harvest.	(12.) Mode of Payment adopted at Potato Lifting.	(13.) Cottage Accommodation in respect of Number and Requirements.	(14.) Cottage Gardens and their treatment.	(15. Potato Grounds.
			CLACKMANNAN.		
Lord Balfour, Kennet Home Farm.	Regular hands an allowance, 1*l.* Women extra wage, 9*s.* to 11*s.* per week. Extra men, 24*s.* to 26*s.* per week with food.	- - - -	Supply is equal to demand. Considerable improvement during the last 20 years.	Considerable improvement in cultivation. Cabbages, greens, carrots, and leeks.	Allowed to plant 1 to 1½ cwts. in the field. Master works and manures the land.
Mr. A. Mitchell, Alloa.	- - - - - -	- - - -	His married men occupy farm cottages. Orra men live in neighbouring towns or villages.	—	—
Mr. Alexander, Cambus, Alloa.	Men get an allowance, 10*s.* to 15*s.* Women, 12*s.* per week extra wage. Orra men, 15*s.* per week extra for food.	No potatoes grown.	Cottages are inferior. Tiled roofs leaking. One house is sublet.	- - - -	None. Gives so many potatoes as a payment in kind.
Mr. Morgan, East Cogar, near Stirling.	His men being fed in the farmhouse get nothing extra for food.	No potatoes grown.	Has no cottages at all, and pays 3*l.* annual rent for his foreman's house.	- - - -	None. Foreman is paid 1*l.* in lieu of potatoes.
Mr. Fisher, Jellyholme, Alloa.	Women, double wage. Extra men, 20*s.* 6*d.* per week. Regular men, no change.	Women 6*d.* per day extra wage. Boys same as women.	Only one cottage, requires three. Complains of absence of cottages.	- - - -	None.
Mr. Fernie, Hilton, Alloa.	Men get 12*s.* in lieu of food. Women, 10*s.* per week extra for five weeks.	Women 8*d.* per day extra wage.	Has all the cottages he requires.	- - - -	None. Gives a stated quantity dressed from the pit.
Mr. Kinross, Hillend, Clackmannan.	Being fed in farmhouse the men get no allowance. Women, 10*s.* per week extra.	Women 8*d.* per day extra.	Has plenty cottages, but so inferior that farm labourers will not live in them.	Measure ⅛ acre planted with potatoes and vegetables.	Married men residing on the farm get 800 yards in the field.
Mr. Drysdale, King O'Muirs, Alloa.	Regular men, 10*s.* or food. Women, 10*s.* per week extra.	Very few grown -	Has plenty, but they are very inferior, and are either let to miners or empty.	About ⅛ acre, badly cultivated.	None. Gives 4 cwts. dressed from the pit.
Mr. Blelock, Hazleyshaws, Forrest Mill.	Regular men, 1*l.* extra. Women, 11*s.* 6*d.* per week extra. Orra men, 1*l.* extra.	Women 8*d.* per day extra.	Has all he requires -	- - - -	None. Gives 4 cwts. dressed, and free from disease.
			FIFESHIRE.		
R. Cathcart, Esq., of Pitcairlie, Newburgh.	- - - - - -	- - - -	Practically no old cottages left. Farmers have all they require.	—	—
Mr. Ballingal, Dunbog, Newburgh.	Regular men, 15*s.* Women, 12*s.* 6*d.* per week extra wage.	Women 10*d.* per day extra wage.	Full supply of good cottages. Excellent water supply close by.	About ¼ rood in extent, and quite as much as they can work.	1,600 yards in the field; men find seed and lift the crop.
Mr. Bell, Todhall, Cupar.	Regular men, 12*s.* in lieu of food. Women extra wage, almost three times the ordinary wage.	- - - -	Has plenty good cottages; no more required.	From 200 to 400 square yards. Potatoes and vegetables well cultivated.	1,600 yards of a drill. Master tills and manures the land. Men find seed.
Mr. Mitchell, Fliskmillen, Newburgh.	Special harvesters get 5*l.*, and lodging equal to 7*s.* per week; total value, 6*l.* 8*s.*	Increased wages to women, 6*d.* to 8*d.* a day.	Plenty good cottages close to the steading.	Small gardens, well cultivated.	1,600 yards of a drill. Master tills and manures the land.
Mr. Lees, Pitscottie, near Ceres.	Regular men get 10*s.* for food. Women and orra men extra wages. Women 11*s.* 6*d.* per week extra.	Women 1*s.* per day extra.	Very good in all respects. No more required.	- - - -	1,600 yards of a drill. Men find the seed and lift the crop.
Evidence of employers at Montrave meeting.	Men get 10*s.* to 15*s.* in place of food. Women 10*s.* to 12*s.* extra wage.	Women get 6*d.* to 8*d.* per day extra wage.	Plenty cottages, good and commodious. Greatly improved.	- - - -	Either 1,600 yards of a drill. or a given quantity from the pit.
Evidence of employers at Dunfermline.	Regular men get 6*d.* per day extra. Women get double wage. Special men, 20*s.* to 24*s.* per week, with food.	Women get 9*d.* to 1*s.* per day extra.	A marked deficiency in numbers, and many require improvement.	Size, ⅛ to ⅓ acre. Early potatoes, cabbages, and plain vegetables grown,	1,600 yards of a drill. The men find the seed, and gather the potatoes.
			KINROSS COUNTY.		
Mr. Beveridge, Kinneston, Leslie.	Men get beer and bread, or 10*s.* in lieu thereof. Women get 11*s.* per week extra wage.	No change for men. Women and boys 5*s.* per week extra wage.	Good and sufficient. Is building two new ones at present.	Gardens beside the cottages fairly managed, but knows of many uncultivated.	None. The men get so many cwts. "from the barn floor."
Mr. J. Tod, West Breckley, Kinross.	Men get an allowance of 12*s.* in lieu of food. Women, 12*s.* 6*d.* per week extra wage.	No change for men. Women get 10*d.* per day extra wage.	Has plenty good cottages. Good water close by. Near farm buildings.	A garden to each cottage. Used to grow potatoes, cabbages, and vegetables.	None. His men get 24 cwts. of dressed and sound potatoes.
Mr. W. B. Constable, Benarty, Blairadam.	10*s.* extra to men; 11*s.* per week extra wage to women.	No change for men; 10*d.* per day extra wage to women.	Has more cottages than he requires.	His grieve does not utilise his garden. No gardens for his other men.	500 yards of a 27 in. drill. Seed supplied and crop gathered by labourer. All else done by employer.
Mr. Paton, Kirkness, Lochgelly.	Beer and bread, or 10*s.* to 12*s.* in lieu. Women, extra wage 11*s.* per week when cutting; less when carting.	No change for men; 10*d.* per day extra wage to women.	Requires better cottages. Those on the farm are wretched specimens.	Gardens beside the cottages not well cultivated.	None. Gives so many cwts. dressed from the pit or barn.

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Names of Witnesses.	(16.) Milk Supply, whence derived.	(17.) Live Stock kept.	(18.) General Relations between Employer and Employed.	(19.) Causes of Complaint against the Agricultural Labourer.	(20.) Special Evidence respecting the General Condition of the Agricultural Labourers.
			CLACKMANNAN.		
Lord Balfour, Kennet Home Farm.	No cows allowed. Milk value, 3*l.* given.	Sometimes one pig.	Satisfactory -	None - - - -	"Good, and few complaints are being made."
Mr. A. Mitchell, Alloa.	- - - - -	- - - - -	"The old bond of union has disappeared, the position is critical, and should be carefully studied."	A restless and discontented spirit abroad. The agricultural labourer is jealous of the miner and factory hand.	"If he would only live in contentment and have a thought to the future, he should save money and be prosperous." His prospects have very greatly improved.
Mr. Alexander, Cambus, Alloa.	Half gallon skim milk given. No cows allowed.	None. Bacon forms a portion of the labourer's wage.	Quite cordial. A good master and a good man will continue together for years.	Young men are constantly on the move, and too fond of roaming at night. Frequent breaches of engagement.	"He is well paid and easily worked at a healthy occupation. A young man should save fully ¼ of his wage, but not many save anything. They fritter it away."
Mr. Morgan, East Gogar, Near Stirling,	Fed in the farm kitchen. No milk given as part of wage.	Men occupying cottages keep pigs.	Not satisfactory -	"Unsettled, capricious, flighty, and careless. Getting more so every year."	"Considering the high wages and cheap living, the man should be saving money. And so they would if they could keep what they get, but they spend it as fast as they get it."
Mr. Fisher, Jellyholme, Alloa.	Fed in the farm kitchen. No milk given as part of wage.	Pigs kept. No poultry nor bees.	Friendly enough with married resident men, not so good with single or bothy men.	"Sadly changed, they require driving now." Young men are profligate, and not to be depended upon.	Those who try can save, and his married men do. The manner of living is very different now to what it was, when wages were about half what they are.
Mr. Fernie, Hilton, Alloa.	No cows allowed. The grieve gets ½ gallon new milk, the others ½ gallon skim per day.	Most of them keep a pig. No bees nor poultry.	Very cordial -	Young men very fickle and unscrupulous in the way they break engagements.	Have everything in their favour. Good wages and cheap living. Five holidays and paid whether on holiday or sick. Married men with large families may not be able to save, but single men would if they tried.
Mr. Kinross, Hillend, Clackmannan.	No cows. Married men get one small Scotch pint (14 gills) skim milk per day.	Those who have cottages, generally keep pigs. No bees nor poultry.	Very good - -	Young men throw over their engagements. The habit is growing worse and should be stopped.	"The labourer has himself to blame if he is not comfortable. He is well off, and getting better every year." Gives his men six holidays, and paid all the while.
Mr. Drysdale, King O' Muirs, Alloa.	No cows. His men get a pitcher full of skim milk, worth 2½*d.* per day.	May keep a pig if they like. Generally do. No other live stock.	- - - - -	Gives examples of young men engaging and never coming home. Says it is getting worse every year.	King O' Muirs foreman, living in bothy, says: "I don't smoke nor drink, and my wage is only raised to 31*l.* from today. I think I can save nearly 14*l.* out of what I get and sell."
Mr. Blelock, Hasleyshaws, Forrest Mill.	Men who do not get food in the farm kitchen receive ½ gallon skim milk per day.	Liberty to keep a pig. No bees nor poultry.	"Severely strained at present."	Discontented and unsettled. Not to be trusted at work. Disobliging.	
			FIFESHIRE.		
R. Cathcart, Esq., of Pitcarlie, Newburgh.	No cows; ½ gallon new milk per day.	Pigsties for each cottage.	Good - -	A few complaints. The labourer is, no doubt, more independent than formerly.	Well paid, and well housed in Fife. It is not the case that they work out in all weather. If he is not comfortable he has only himself to blame. They live well.
Mr. Ballingal, Dunbog, Newburgh.	Grieve and shepherd have each full milk of a cow. Others get ½ gallon new milk per day.	All keep pigs. No other live stock. Bees not common.	"Of the best. Never did have any trouble."	- - - - - -	Very comfortable and in good circumstances. Knows of several who have saved money in his employment. The labourer is by far the best off man of the three classes interested in land.
Mr. Bell, Todhall, Cupar.	Grieve has full milk of a cow. Others get ½ gallon new milk per day.	All keep pigs -	"On excellent terms with his men." Mostly old servants, and they influence the young men.	Young men are easily led away if left to themselves.	Wages just double what they were when witness started farming. A man with a thrifty wife can bring up and educate a large family, and lay by money through it all.
Mr. Mitchell, Fliskmillen, Newburgh.	Grieves and shepherds sometimes get use of a cow. Others ½ gallon new milk.	All keep pigs. Some feed three in the year.	No trouble with his men.	- - - - - -	Holidays usually given, St. James' Day, Martinmas Market, Hansel Monday. Also three or four days at slack seasons. Paid as if at work.
Mr. Lees, Pitscottie, Near Ceres.	Half gallon new milk per day. No cows given to men.	Men with cottages keep pigs.	"Always got on well with his men."	Barefaced breaking of engagements. Bothy men too fond of staying out late.	"Wherever the wife is a good manager, the labourer is, undoubtedly, in good circumstances. Many are careless and prodigal, and their husbands and families suffer."
Evidence of employers at Montrave meeting.	- - - - -	- - - - -	- - - - -	- - - - -	Rising wages. Free education, and sometimes free books. Improved houses. Facilities for travelling. Very cheap living at present. Numerous holidays, and no stoppage of pay. Paid during illness.
Evidence of employers at Dunfermline.	Half gallon new milk per day. No case known of a man owning a cow.	Generally keep pigs. Restricted to one at a time.	Cordial enough in the meantime. There is danger in the distance.	Many complaints of breaches of engagement. A restless spirit among single men.	"A well paid man, and has advantages over any other class of labourers. According to the thrift of his wife and his own sobriety, so may we gauge his condition and circumstances."

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Names of Witnesses.	(16.) Milk Supply, whence derived.	(17.) Life Stock kept.	(18.) General Relations between Employer and Employed.	(19.) Causes of Complaint against the Agricultural Labourer.	(20.) Special Evidence respecting the General Condition of the Agricultural Labourer.
		KINROSS COUNTY.			
Mr. Beveridge, Kinneston, Leslie.	Shepherd has the full use of a cow. He feeds the calf for a fortnight. Other men get ¼ gallon new milk per day.	Most of the men keep a pig. Often feed two in the year. Straw got from steading. No bees nor poultry.	Quite cordial. Gets good men, and treats them fairly.	Breaches of engagement. Constant flittings. Bothy men keep irregular hours.	Wages nearly doubled within the last 30 years. Coals cheap, and many wives keep two fires always going. Groceries cheap, and education of the best and free. Live better and dress better, but do not save.
Mr. J. Tod, West Breckley, Kinross.	No cows kept by the men. All get ¼ gallon new milk per day.	Pigs and a few poultry. No bees.	A good feeling exists. "Let "him alone, and "he is a good "man."	"The young ones are easily led astray." Bothy men stay out too much at night.	Condition greatly improved. Wages doubled within the last 30 years. Cottages much improved, and coals cheap, from 10s. to 12s. per ton. Far easier life than a miner's. Seldom out in rain.
Mr. W. B. Constable, Benarty, Blairadam.	Shepherd has full use of a cow. Others get ¼ gallon new milk per day.	Have liberty to keep a pig, and usually do. No poultry. No bees.	"The best of terms." Never had any serious disputes.	Do not work as hard as they might, and are too fond of breaking engagements.	"The labourer has every reason to be comfortable, and if the wives are thrifty and industrious, and the men sober, a constantly employed man should save money. Some do, more don't."
Mr. Paton, Kirkness, Lochgelly.	No cows. All get ¼ gallon new milk per day.	Do not keep pigs as a rule. This year some have them. No bees nor poultry.	Feeling not so true as in former times. Cannot trust them as he would like to. Men unsettled.	Young men are flighty, and indifferent to their master's interest.	Remarkably good. Well paid, and wages run on when laid aside by sickness. Treated with consideration in the matter of work in bad weather. Has comforts which town labourers either do not have or pay dear for.

SELECTED EVIDENCE.

From the large mass of evidence collected in these three counties, I have deemed it advisable to give in detail the statements made by three gentlemen. These, placed under headings D2, D3, D4, will be seen to refer to general questions not exactly included in the Notes for Inquiry, but of importance.

D2.—KINROSS COUNTY.

Mr. BURNS BEGG, agent over four properties in Kinross.

Altered system of farming.

Says that the five course shift was general 20 years ago. But of late years increased cost of labour and agricultural depression have caused a great change in the system and method of farming. The acreage of tilled land is largely decreased, and farmers do not employ so many labourers. They cannot afford to have work done as formerly, and wherever a lad can do the work of a man, he is preferred as being less costly.

Relative cost of, and demand for, labour.

Mr. Begg is of opinion that, within 15 years, labour has increased over 30 per cent. in cost in Kinross. Also that the demand has fallen one-third over the county. He says that since the introduction of self-binders the requirements of the farmers for extra hands during harvest have dwindled away to next to nothing.

Decrease in population.

Of course people leave the country when no work can be got. The population of Kinross county has fallen over 600 since 1881. Although there are coalpits in many places, and those have absorbed many agricultural hands, still there are few factories or mills, and the rural population drift away to large towns, such as Glasgow.

Farms laid down to pasture.

In proof of the decrease of labour employing agriculture, Mr. Begg gives the names of some farms over which he is agent. These are all near Kinross town, and 20 years ago were farmed on the five course rotation.

Name of Farm.	20 years ago kept.	Present condition.
Turfils - -	8 farm horses -	All pasture.
Balado - -	6 „ „ -	Nine-tenths pasture. Till two years ago, all grass.
Coldrain - -	6 „ „ -	All pasture.
Carsegower -	8 „ „ -	Do.
Girniebridge -	6 „ „ -	Do.
Tomanean - -	8 „ „ -	Do.
The Tiliery -	12 „ „ -	Do.
Golland - -	8 „ „ -	Do.

62 = 31 pairs.

This alteration of farming means a serious throwing of agricultural labourers out of employment. The ordinary labour to one pair of horses is 100*l*., or two men at 50*l*. a year. Thirty-one pairs of horses in this narrow area, therefore, means 3,100*l*. less money or 62 men less on these eight farms.

Prospects of arable farming.

Mr. Begg says that he does not anticipate a continued decrease of arable farming in Kinross county. Most of the land is poor, and the subsoil cold and sterile. Farmers have begun to find that although temporary pasture up to three or perhaps four years is a saving and an advantage, it ceases to be so if allowed to lie longer, and many fields which were running back to bent and moss have been ploughed up within the last two years.

This explains the figures given in the Agricultural Returns of 1891-92, and Mr. Begg thinks that a further increase under cultivation is probable.

Increase of sheep stock.

In company with the increase of grass, Mr. Begg remarks upon the great increase in sheep stock. Many farmers who formerly gave large and regular employment in topping and tailing turnips for housed cattle, now consume them on the land with sheep. Only a portion of the roots are now pitted, formerly all were so treated.

Farms and crops in Kinross.

The farms of Kinross are small. Many are farmed by the proprietors.

Oats are the main corn crop. Wheat and barley are seldom seen. Potatoes form an important feature in the green crop, and are considered one of the safest the farmer can grow.

Size of estates and quantity of timber.

There are no very large estates.

Owing to the presence of so many small estates farmed by the owners, timber is scarce, and very little planting is done. Farmers prefer clear land, and do not think about the amenities of their properties.

Cottage accommodation.

Mr. Begg says of the cottage accommodation: Any cottages built recently are good in every respect. On the estates with which he has to do, all cottages are gone over at the commencement of new leases and put in thorough repair. He admits that there are many cases where the cottages are wretched and beyond repair, but he adds that the building of new ones goes steadily on, and as the agricultural labouring population decreases year after year, in a few years the old and bad cottages will be standing empty.

Bothies.

As to bothies, he thinks there is great room for improvement. Although bothy men do not seem to attach any importance to cleanliness or decency, he cannot but see that neither do their masters attempt to introduce good home habits, nor are the bothies properly constructed or arranged.

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Peripatetic labourers.

Mr. Begg volunteered a statement in connection with casual or intermittent labourers. Of late years a large number of peripatetic labourers have come into Kinross from rural districts. In open weather they find work, but in winter they are frequently reduced to almost starvation for want of employment. Mr. Begg has on several occasions collected special funds to relieve such persons, and every year the evil increases.

How relief might be afforded in winter.

Mr. Begg suggests a registry for the unemployed, and facilities to county councils or other bodies by which they might give work till other employment offered. He says there are many ways of giving reproductive relief for which the ratepayers might be made to contribute, and which, he is sure, they would be glad to do. For instance, the improvement of the gradients of public roads, the repairing and making of footpaths, the piping and filling up of open and dangerous roadside ditches, and the breaking of road metal for future use.

Mr. Begg says that but for the money collected as charity, the position of many of these peripatetic labourers and their families in Kinross would have been very serious for the last few winters.

D3.—Clackmannan County.

Mr. Kay.

Details of farm.

Insch, Kincardine.	*Carse Loam.*
Acreage of farm	445 acres.
Extent under permanent pasture never tilled	125 „
Average acreage under: Corn	200 „
„ „ „ Turnips	40 „
„ „ „ Potatoes	20 „
„ „ „ Hay	60 „
Number of work horses kept	13
Number of regular and constant labourers employed	10
Number of cottages on farm	4
Number of men accommodated in bothy	3

His opinion on the bothy system.

The bothy can hardly be done away with or a substitute found. In this district there are so many other employments at mills, railways, factories, or coalpits, that few agricultural labourers remain long at a place, but are constantly shifting, and every now and again taking a spell at different work. In favour of cottages, he says that if cottages were really good, some of the married men, would, no doubt, prefer to remain for a long term of years on one farm, but so long as the houses are faulty they will "flit" from farm to farm.

Shifting of agricultural servants.

Young men leave their masters, not for any faults to the place, but just because they like change.

Would be prevented if better cottages were built.

Mr. Kay's bothy visited by Assistant Commissioner.

As to the bothy, Mr. Kay takes a personal interest in his, and on visiting it, I found it fairly comfortable, and the walls decorated with pictures. The men sleep on a loft above the living room; the windows upstairs were open, and the air very different to most bothies, where the men sleep in the kitchen, and never open a window.

Mr. Kay says the state of the bothy depends much on the men who occupy it. At Insch, the head bothy man is a superior person, and he keeps order and decency. Often Mr. Kay has had bothy men who appeared to prefer dirt to cleanliness, and with such it was impossible to have the place presentable.

Mr. Kay would like to see some substitute for this unnatural style of living, but is of opinion that the farm cottage system can never become popular in a district where farm labour is almost a despised branch of employment, and the popular feeling against settling down to agricultural labour pure and simple.

The farm kitchen.

No farmer will allow the dieting of labourers in his own kitchen if he can help it. The men are hard to please, often complain of the food, and are a continual source of domestic annoyance, coming in with dirty boots, and otherwise disturbing the minds of the house servants.

Prosperity of the labourers.

Mr. Kay has always interested himself in the welfare of his labourers. He has succeeded in getting a few to lay by money on deposit, and if they like they can easily do it. He quotes examples of single men putting aside 10*l.* a year for three consecutive years when in his bothy. But not many single men take heed to the future. They are more frequently given to spend their wages as they get them, and few can afford to let their wages lie till the half-yearly term.

Assistant Commissioner meeting with bothy lad at Insch.

One bothy lad I conversed with at Insch, admitted that he had saved a nice little sum during his service at Insch, and said any one could do the same if he kept away from drink and the allurements of town life.

Insurance.

Mr. Kay insures all his men in the Aberdeen Accidental Insurance Company. This costs him 3*s.* per annum for each labourer, and covers the wages he pays to a labourer who has met with an accident during the time he is off work.

This custom is general among the employers of the district.

His cottages. Assistant Commissioner's notes.

"The great fault to them is that the roofs are all tiled, and although carefully pointed and cemented, a high wind shifts the tiles and allows rain to blow in. I saw several instances of ceilings having fallen in because of rain blowing in below tiles, and loosening the plaster.

"The accommodation is ample, and the walls are dry. The floors are being repaired. The gardens do not appear to be well cared for, and Mr. Kay says they are only partially cultivated."

His Grieve's Wages and Earnings.

Wages and earnings. Grieve.

	£	s.	d.
Cash	25	0	0
Free house and garden	4	0	0
*Full milk of two cows, at 15*l.*	30	0	0
65 stones oatmeal, at 1*s.* 9*d.*	5	13	9
6 cwts. potatoes, at 2*s.* 6*d.*	0	15	0
5 tons of coals, at 12*s.* 6*d.*	3	2	6
Permission to keep poultry and all food for them, 18 hens, at 5*s.*	4	10	0
(Particulars got from grieve's wife).			
Harvest allowance	1	0	0
Manure *ad lib* for garden	0	6	0
	£74	7	3

1st ploughman.

1st Ploughman.			
Cash	35	0	0
Free house and garden	4	0	0
Manure for garden	0	6	0
65 stones oatmeal, at 1*s.* 9*d.*	5	13	9
6 cwts. potatoes, at 2*s.* 6*d.*	0	15	0
Coals driven, 5 tons, at 2*s.* 6*d.*	0	12	6
Harvest, potato lifting, and hay-making allowed	1	0	0
	£47	7	3

2nd ploughman.

2nd Ploughman, same as 1st	47	7	3

3rd ploughman.

3rd Ploughman in bothy, age 28.			
Cash	30	0	0
65 stones oatmeal, at 1*s.* 9*d.*	5	13	9
5 cwts. potatoes, at 2*s.* 6*d.*	0	15	0
Coals, per man	1	10	0
Accommodation in bothy	1	0	0
Maintenance of beds, blankets, towels, washing, soap, and cleaning out	1	0	0
Harvest allowances, eight weeks	1	0	0
	£40	18	9

4th ploughman.

4th Ploughman, in bothy, age 24.			
Cash	25	0	0
Perquisites	10	18	9
	£35	18	9

Cattleman.

Cattleman in cottage, married.			
Cash	32	0	0
Perquisites, same as 1st ploughman	12	7	3
	£44	7	3

Plough lad.

Plough lad in bothy, age 18.			
In 1891, cash — 15*l.* 10*s* 0*d.*			
In 1892, „	21	0	0
Perquisites, same as 4th ploughman	10	18	9
	£31	18	9

*The cows are changed every six months, so that they are always in full milk. No restraint is put on the feeding, either summer or winter. The grieve gets all the artificial food he likes to take, and sells milk to the men.

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Orra men, 3*s*. per day, at ordinary times. More at busy periods, such as harvest, threshing, &c.

Women, 1*s*. 4*d*. per day, harvest 2*s*. 6*d*., potato lifting 1*s*. 6*d*.

The women are chiefly the wives and daughters of the ploughmen, and females from the small town of Kincardine.

Mr. Kay used a self-binder for harvest and finds it a great economy in labour.

Speaks of disturbing effects on his own workers caused by them seeing the miners and people from an adjacent home farm, going home at midday on each Saturday. It causes discontent among his own workers, but he has not yet been asked to give a half holiday. He never refuses a day to anyone so long as it does not seriously interfere with his farm work.

Mr. Kay holds a strong opinion upon the necessity for good cottages on every farm. Says that without them, a farmer cannot possibly keep good men.

D4.—FIFE COUNTY.

PARTICULARS of a FARM in hand and managed by Mr. FLOCKHART.

Rires Farm, 7th December, 1892.

	Acres.
Acreage of farm	426
Crop, 1892. Extent under permanent pasture, never tilled	104
,, Average acreage under:—	
Corn	152
Turnips	68
Potatoes	18
Hay	73
Number of work horses kept	11
,, regular and constant labourers employed	9
,, cottages on farm	7
,, men accommodated in bothy:—One man and one boy occupy one of the cottages as a bothy.	

Mr. FLOCKHART and Mr. DAWSON, Bankers and Land Agents, Colinsburgh.

These gentlemen are agents over 16,500 acres arable in Fife. They collect 30,000*l*. per annum of rent. And they are at present farming 2,238 acres arable.

On the better class lands of Fife there is not much timber. Between the south coast and the rise of the high ground about three miles inland there is practically no wood. Along the base and up the slope of the ridge there are numerous gentlemen's residences, and there we have pretty extensive timber. On the whole the county is sparsely wooded. As a good specimen of an estate composed of farms over the average for Fife refer to "Description of Leuchars Estate," for sale last year (Appendix A3). Think 300 arable about the average size for Fife. Craigie is the largest on their books, and one of the largest in the county, 764 arable, 12 pairs of horses.

One pair to 60 acres, and from 90*l*. to 100*l*. of wages to every pair.

Wages per acre from 1*l*. 10*s*. to 1*l*. 13*s*. 4*d*. on the six course shift. On examining books of some farms in hand the ploughmen's wages paid are just equal to labourers, and as ploughmen get about 50*l*. a year, the total expense in labour will be 100*l*. per pair of horses, or on a farm of 300 acres employing one pair for 60 acres and all arable on six course shift, there will be five pairs of horses and 500*l*. per annum paid in wages. This includes grieve, cattlemen, and shepherd, with other men and women.

On small farms the farmers and their families work, themselves, thereby reducing the labour bill actually paid, but it is generally acknowledged that there is economy in labour in large holdings when contrasted with small ones. By a small farm is meant one under 150 acres.

In Fife there are no extensive estates, but many of moderate size, say 2,000 to 5,000 acres. There are not many small lairdships as in Kinross. Land is valuable in Fife, and 3,000 acres means a good income. There are a few places owned and farmed by one man, and almost all large owners have from time to time one or more farms in hand. But they only take them up for recuperative purposes, preferring to spend a little in repairing the damage caused by possibly a failing tenant to letting the place in an exhausted condition for a low rent.

In Fife agricultural labourers are almost entirely housed in cottages attached to the farms. Only orra men live off the farm. Married men occupy these farm cottages with their wives and families, some of whom generally are employed by the farmer. Single men occupy the bothy.

On the estates under this agency a great deal has been done and is still to be done in substituting new for old labourers' cottages. Landowners must provide good cottages if they want to get or keep good tenants. Although Fife county compares favourably with neighbouring counties in cottage accommodation, it is far behind Roxburgh and Berwick, and not at all as it should be.

The class of cottages on our larger Fife estates is much superior to what will be found on small properties, and whereas every year sees new houses built by the large proprietors, the reverse is true of small owners.

Mr. Flockhart is very decided in his opinion that there is much to be done to bring the Fife labourer's cottage up to the proper mark.

Overcrowding is seen where families are large and accommodation contracted. For instance, some of the very old houses have only a kitchen and a small closet. These cases only occur in the poor districts in the west and south-west. Lodgers are seldom or never taken.

Any increase in cost of living has arisen from the palate and fancies of the labourer. Articles of food are as cheap if not cheaper now than 20 years ago. But formerly oatmeal porridge and oaten cakes were the staple food, now wheaten bread and things once regarded as almost delicacies are in daily use.

Within recent years coalpits have been opened in new districts, and agricultural labourers can in many cases buy coals at very low prices, often at pit mouth, from whence they are carted by the master.

Co-operative stores are to be found in nearly every country town, and they are largely patronised by agricultural labourers' wives. Their vans call at farm cottages on regular days.

The establishment of factories and industries of various kinds has enhanced the value of labour, and the effect of this is easily detected at the present time. Agricultural labour is becoming dearer, while simultaneously the returns from farming are getting lower and lower.

At board schools the labourer pays nothing for the education of his family, either directly or indirectly.

Farm servants will call land labour-starved or improperly managed, simply because it is left in grass for a term of years, and therefore grows less labour-employing crops. The farmer, on the contrary, argues that he farms to live, and on poor soil grass pays better (because there is practically no expense on it) than tillage. Mr. F. says, with much assurance, that he could not show me a single labour-starved farm on all the properties he has to do with. Further, he is of opinion that it would be profitable, in all probability, for some farmers of second class soil to alter from the East Lothian rotation to the temporary pasture rotation, thereby reducing their staff of horses and men.

Any diminution in demand for labour is trivial, and arises entirely from agricultural depression and the fall in value of corn. The introduction of labour-saving machinery has also lessened the demand at such times as harvest and haytime, but except on high lying farms or poor soils, there cannot be much decrease in the demand for regular and constant agricultural labour.

Women are very scarce, and the scarcity affects the farmer, because there are many farming operations where a woman at 1*s*. 2*d*. per day can do as much as a man at 3*s*. 3*d*. For instance, thinning turnips, spreading manure, planting potatoes and gathering them, tedding and making hay, &c.

Women prefer indoor occupation, and few girls will go to the farm if employment at a mill or factory can be had.

Labourers' wives in rural districts, do at times work on farms. They cannot entirely absent themselves from home. When there are daughters old enough to attend to

Cottages on large and small estates.

Mr. Flockhart on the character of the cottages.

Overcrowding.

Cost of living now as compared with 20 years ago.

Opening of coal pits.

Co-operative stores.

Local circumstances.

Free education.

Labour-starved land.

Diminution in demand for agricultural labourers.

Female labour.

Labourers' wives.

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such household duties as the cooking of dinner, &c., the mother has more time to work in the fields.

Female labour is to be found on most Fife farms, but it is not so prominent or important a feature as in Roxburgh, where the bondage system prevails.

Allotments.

Pendicles exist at Leuchars; 37a. 2r. 10p. are divided up among 42 tenants in quarter acre strips, and the total rent for this area is 103*l.* 18*s.* 4*d.* The tenants are railway servants, shop keepers, and village tradesmen. No agricultural labourer figures in the list. They say they have no time to work on land other than their master's.

About 10 years ago the demand for pendicles at Leuchars decreased so much, and so many strips were surrendered, that the proprietor took them up and threw them into the Milton Farm; but within the last three years a fresh demand has sprung up larger than the proprietor can meet. No application from an agricultural labourer for a pendicle has been made at this estate office.

Breach of engagement.

Very little trouble from breach of engagement has been experienced, but Mr. Flockhart is aware that farmers with bad cottage or bothy accommodation have frequently cause to complain. He thinks it should be made a criminal offence, for as the law now stands a farmer has no redress.

Extraordinary work for horsemen.

Mr. F. thoroughly disapproves of the custom of some farmers who engage their ploughmen to do such work as clean out byres before yoking.

Half-holidays.

He would not consent to a half-holiday every week, and gives as his reason that farming is unlike any other trade. A half-day may on account of the character of the weather be worth far more to a farmer than many days' work. Take for example in seed time. The half-holiday may happen to be the only time in three days when the land would carry horses and harrows. Again, at hay-time, or harvest, or potato lifting, or turnip sowing.

He would approve of giving eight days in the year, and making them "set holidays," thereby allowing men to arrange visits to friends.

Referring to farm labourers changing places.

Mr. Flockhart remarks that it is not always because farm servants dislike the farm or the master that they flit. In very many cases they quarrel amongst themselves. Generally the wives and sometimes the children fall out, and rather than live beside one another the families part, the one staying the other going to another farm.

Some married women by their quarrelsome temper drag their unfortunate husbands from place to place, and yet the same women object to go to a cottage removed from kindred society.

Insurances.

Farmers insure their men against accident in the Scottish Employers' Liability and Accidents Insurance Company.

Under the Employers' Liability Act, if any fault is attributable to the master he is liable to three years' wages in the event of fatal accident. By insuring in this company he is relieved of this penalty. There are two systems of insurance—

(*a.*) To protect the employer against the Act, premium of 2*s.* 6*d.* per annum on 100*l.* of wages.

(*b.*) To insure against all accident, 7*s.* 6*d.*, covering the whole of employer's liabilities under the Act.

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ROYAL COMMISSION ON LABOUR.

THE AGRICULTURAL LABOURER.

SCOTLAND.

REPORT

BY

MR. R. HUNTER PRINGLE
(ASSISTANT COMMISSIONER),

UPON THE COUNTIES OF

EDINBURGH AND HADDINGTON

(THE LOTHIANS).

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THE AGRICULTURAL LABOURER.

To GEOFFREY DRAGE, Esq., Secretary,
Royal Commission on Labour.

B.—II. EDINBURGH AND HADDINGTON.

54, York Road, Kingstown, co. Dublin,
April 1893.

SIR,

I have now the honour to present my Report on the Lothian district of Scotland, in which locality I spent the latter portion of January and the month of February.

The collection of evidence.

1. The means employed for the collection of information were similar to those made use of in Fife district. I personally visited the large employers of agricultural labour and examined them at their own homes. On several occasions meetings of farmers were arranged by farmers themselves, and there the form of inquiry was gone through and notes taken.

Four public meetings of *bonâ fide* labourers were held in country school rooms, and by the kindness of Rev. Dr. Robinson, parish minister of Whittinghame, and Mr. Glendinning, Hatton Mains, factor to the Earl of Morton, I was enabled to interview meetings of selected agricultural labourers, farm stewards, and shepherds.

I visited the labourers' cottages on many farms, both during and after hours of work, and made special tours of inspection among cottages in process of construction. My investigations embraced the whole of the two counties of Haddington or East Lothian, and Edinburgh or Mid-Lothian.

In my work I was greatly assisted by all those with whom I came in contact, and to each and all I hereby tender my grateful thanks. The large attendance of labourers at the meetings held in different places showed distinctly that the work of the Royal Commission on Labour is regarded with interest, and the frank manner in which answers were given to questions put, adds value to the information thus received.

Description of the district.

2. The district known as "the Lothians" embraces three counties, East, Mid, and West Lothian. West Lothian, or Linlithgow, is not referred to within these pages.

East and Mid-Lothian are sea-bound on the north and east. The western boundary is the county of Linlithgow, and the southern boundaries are the counties of Lanark, Peebles, Selkirk and Berwick. The extreme length from east to west is about 50 miles, and the breadth varies from 10 to 16 miles.

The total area of land and water returned for these counties in 1892 is:—

East Lothian	- - -	171,106 acres
Mid-Lothian	- - -	236,089 ,,
		407,195

Of this, 156,492 acres, or about three-eighths of the total area, consists of mountain, timber, sites of towns or houses, and nursery grounds.

The mountain ranges are the Lammermoors between Haddington and Berwick; the Moorfoot and Pentland Hills between Edinburgh and Lanark, Peebles and Selkirk; while the Galawater Hills occupy the greater portion of the southerly corner of Edinburgh. These hills do not at any place attain a great height, and they form good grazing land for Cheviot and half-bred sheep.

The city of Edinburgh, the capital of Scotland, is situated near the Firth of Forth in Mid-Lothian, and when taken in conjunction with its offshoots, Leith, Portobello, and Musselburgh, it has an important bearing upon the conduct of agriculture in the surrounding district.

Between West Calder and Dalkeith in Mid-Lothian, and throughout the parishes of Tranent, Gladsmuir, and Pencaitland in East Lothian, coal pits, oil works, lime kilns, and other industries are numerous.

There are in the vicinity of these works many small towns and villages, but between the agricultural classes and the mining population there is little in common. They live apart, and seldom associate. A large proportion of the Tranent, Gladsmuir, and Pencaitland miners are of Irish extraction, and belong to the Roman Catholic religion. Intermarriages sometimes occur, and on farms adjacent some of the resident labourers are either Irish or partly Irish; but considering that the two nations have lived beside one another for many years, the wonder is that they have not blended more. The counties of Mid and East Lothian are conspicuous for the large number of handsome residences and fine demesnes that they contain. Some of these belong to gentlemen whose business is conducted in Edinburgh City, but by far the greater proportion are owned and occupied by landed proprietors and country gentlemen.

THE AGRICULTURAL LABOURER.

Size of estates.

3. There are several large estates, the rentals from which exceed 10,000*l.* per annum, and many between 5,000*l.* and 8,000*l.* Through the kindness of the factors I have obtained particulars of two estates. (*See* Appendices B I. B. II.)

Extent under timber and woods.

4. The Broxmouth property (Appendix B. II.) is situated to the east of Dunbar town, and comprises soil specially suitable for the growth of potatoes and other arable crops. Here the extent under timber is very small, the reason being that the land is extremely valuable, and not suited to the growth of trees. The other estate (Appendix B. I.) reaches from the fertile low-lying land up to the bosom of the Lamermoors, and comprises some land of inferior quality. Large portions have accordingly been planted with larch, spruce, and Scotch fir.

Taking the general run of the two counties, it may be said that where the land is of good quality there is not much timber, but as the value for agricultural purposes decreases, so does the area under woods increase. The Lothians are not regarded as stock-breeding counties, until one leaves the fertile belt and the upland and hills are reached. Consequently timber is not everywhere advantageous. On the Broxmouth estate one of the farms, "The Brunt," lies up towards the Lammermoors, and although it is worked on an arable shift, a regular flock of breeding ewes is kept. There shelter for stock is required, and we find one-ninth of the gross area occupied by timber. But omit "The Brunt," and the proportion of wood to gross area over the estate stands at the low rate of 1·11 per cent. In the case of the other and larger estate the timber is chiefly found on the farms on high ground where sheep are bred and reared. Indeed, where we to exclude farm No. 1, which takes in the plantations and ornamental strips on the home farm and policies and the high-lying farms Nos. 12, 15, 17, 18, the proportion of wood to clear land would become very trifling. The care and management of the woods are entrusted to regular foresters brought up to the business, and it is seldom that one hears of an agricultural labourer pure and simple being sent to do forester's work.

Different classes of farms and the system of agriculture in practice. Class A., purely arable.

5. There are in the Lothians three classes of farms.

A.—Purely arable. These occupy the rich and fertile belt between the foot of the hills and the Firth of Forth. They are worked mostly on the six-course shift, 1 hay or pasture, 2 oats, 3 potatoes, 4 wheat, 5 turnips or swedes, 6 barley. In the neighbourhood of Dunbar a different system is pursued. The potatoes grown on these red soils are of exceptional value in the market, and every effort is made to grow the greatest possible area of them. On the splendid farms in Mr. James Hope's and Mr. Peter Fyshe's occupation (*see* Appendix B. III., Farm Nos. 9 and 15) a rotation distinct from others is pursued. It is not a fixed rotation, but it generally assumes this form:—1 Grass fed off with sheep consuming cake, or cut for hay and heavily manured with town manure or spent hops from the brewery, 2 potatoes, 3 wheat, 4 potatoes heavily manured, 5 a corn crop, 6 potatoes heavily manured, 7 turnips, 8 barley. Sometimes potatoes follow potatoes, the intervening corn crop being omitted.

The turnips are either carted to the yards for fattening cattle or consumed in the fields by sheep being prepared for the fat market. At times the stock is "laid

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on" by butchers, or dealers, who pay so much per head per week or by the season for their keep. It is entirely a matter of arrangement by whom the artificial food is supplied. On farms so managed one pair of work horses is required for every 50 acres, and the labour bill amounts to from 2*l.* 10*s.* to 3*l.* 12*s.* per acre.

In the case of Mr. Davidson (*see* Appendix B. III., Farm No. 5) carrots are extensively grown, and the amount of employment given when singling and cleaning the crop quite equals that consequent upon potato culture. Both singling and weeding are done entirely by hand, the use of the hoe being contrary to the welfare of the crop.

Apart from these specially favoured red soils, the six-course rotation in its distinct form is followed. At times one meets a farmer who has laid down a few fields to permanent or temporary pasture. Fentonbarns, in the parish of Dirleton (App. B. III., Farm No. 10) is a good example. Mr. Ford, a director of the Highland and Agricultural Society, and one of Scotland's model farmers, keeps from 100 to 150 acres in two, three, and four years' grass as requisite for his flock of Leicester sheep. His labour bill is accordingly reduced to 2*l.* per acre. His Craigmillar (Midlothian) farm (App. B. III., Farm No. 11) on the other hand is all under constant cropping, and there the cost of manual labour rises to 2*l.* 10*s.* per acre. By an examination of the table given at Appendix B. III. it will be perceived that according to the area devoted to the potato crop so does the labour bill rise or fall. The cultivation of this esculent has such an important bearing upon farming and the employment of agricultural labour in this part of Scotland, that I took pains to collect from growers full details of the various items of expense in so far as they refer to the subject of this Report. These will be found at Appendix B. IV., and they may probably surprise many who have not had actual experience of this branch of arable farming.* Nevertheless, and in spite of the heavy initial outlay on the crop and the serious fall in the selling price of the article itself, there seems to be no doubt that at present the potato crop is, on land thoroughly adapted to its growth, the mainstay of farming in some parishes of East Lothian. The same hardly dare be said of Mid-Lothian. True, potatoes are largely grown on many of her farms, but the extent of suitable soil is there limited, and latterly those who hold dark coloured soils or such as partake of a moorish nature or overlie the coal formation, have found it to their financial interest to considerably curtail their acreage under potatoes.

The influence of potato growing on the labour bill.

The particulars referring to the farms occupied by Messrs. Ainslie, Pathhead; Torrance, Dalkeith; and Harper, Cranston (Appendix B. III., Nos. 1, 22, 14), may be cited as examples of this.

Among the farmers of purely arable land in the Lothians, there are some who also rent hill farms. The sheep there bred and reared are generally wintered in part on the low ground. The two holdings are, so to speak, worked into one another, the deficiencies of the one being supplied from the abundance of the other.

Class B., Mixed husbandry.

B.—Farms where mixed husbandry is pursued. These occupy a position intermediate between mountain and plain, and although they are managed on the basis of the six-course rotation, the grass fields are frequently allowed to lie in pasture for two or three years. Their number is extending, and this, I am informed, may be attributed mainly to the general desire to keep down expenses of labour and cultivation. As one large farmer expressed himself, "In those "days our object is to spend as little as possible."

Several good examples of this class of farm are to be found on the Whittinghame estate, the property of the Right Honourable A. J. Balfour.

To Mr. Smith, factor of this estate, I am especially indebted for much valuable information received, and particularly on the point with which we are dealing. It would appear that such gentlemen as occupy intermediate land, and have sufficient capital, are quite in favour of reducing the area under crop and going in more for stock farming. Wherever a farm is occupied by such an one, grass of various ages has, to a certain extent, taken the place of corn, beans, and potatoes. but unfortunately there be some (I fear many) whose capital is insufficient and whose winter stock is mostly supplied by middle men. In such cases, the old hard and fast six-course still prevails, the only difference between the present and the past being that fewer hands are employed and the land is hardly so well cultivated. Of recent years several farms have been taken up by proprietors from tenants in unfortunate circumstances and, as invariably happens, the work of resuscitation and renovation has been a lengthy and costly process.

But although public opinion seems to incline towards an increase of pasture, both permanent and temporary, on this class of farm, I do not think such an alteration of system has been as yet introduced as to greatly affect the affairs of the agricultural labourer. With a continuance of depressed prices for corn and potatoes, agricultural procedure will, of a certainty, tend towards more grass and less crop, but farmers are proverbially slow to move and averse to change.

When going among farms belonging to this (B.) class I found far more variety of soil than among class A. At times we were in strong clay, at others light gravel and thin hungry loam. The character of the soil depends a good deal on the position of the land. The general feature of the country is its undulating surface—heights and hollows, dales and valleys running between hills and slopes of differing heights and acclivities. From the crown of the heights and knolls the soil has through successive ages been washed down towards the bottom of the hill, and it is invariably the case that in the glens we find a deep deposit of rich soil, which deposit tapers off as the rising ground is scaled, till at last we reach a point where probably the very rock breaks the surface.

Yet, although there are in this intermediate class of farms many cases of bad land, still the generality is good soil, and although there are occasional instances of farms not very well handled, I am bound to say that agriculture, as a whole, is splendidly practised. My remarks upon this point apply to Class A. as well as Class B. I know of no two counties in the three kingdoms where the land is tilled to such a high degree, or where the features of high class agriculture are so equally distributed.

Class C., Arable and hill.

C.—Farms partly arable and partly hill. Halls, near Dunbar, is an excellent specimen of the C. class. On it there are 800 acres arable and 1,350 of hill and sheep ground. Formerly, the arable land was worked on a five-course rotation, and 13 pairs of regular ploughing horses were kept. Now Mr. Bayley farms on the seven and eight shift. Very few sheep and no cattle are fattened, and the breeding flock of ewes, with the ewe hoggs kept over winter, consume the entire turnip crop. Manure is made by store cattle fed on straw and cake, and so long as the grass remains in a profitable condition it is permitted to lie. This method of farming is followed on most of the farms which occupy the Lammermoor, Pentland, Galawater, and Moorfoot Hill sides and slopes; and there a considerable change has taken place with regard to labour employment. Most of the arable land is light and shallow; the distance from railways is too great and the climate too late to tempt men to indulge in arable farming more than is needed to provide a supply of winter for the standing sheep stock.

The life and work of the Lothian farm labourer.

6. The life and work of the agricultural labourer in the Lothians is similar to that of the same person in the more southerly counties of Berwick and Roxburgh. The ploughman or hind is constantly employed and resident on the farm. To him is given the entire charge of a pair of Clydesdale horses. He takes his orders from the farm steward or grieve, but his times for stopping work and going to work are often decided by his own watch. The ploughman almost always becomes attached to the horses committed to him, and no one can visit the Lothians without noticing how well fed and groomed they are, and how well kept their harness is. Many of the hinds have daughters employed in farm service. These go by the name of "women workers." They are employed all the year round, with the exception of a few days in a prolonged winter or snow storm, when there is nothing for them to do. They work in a body and not apart from one another, but they are looked after either by the steward or a man called the "woman steward." Column 5, in Appendix B. III., has been set apart to show the number of female workers employed on farms. Women workers are greatly sought after by the farmers of the Lothians. In immediate connexion with the growth of turnips and potatoes, there are many operations peculiarly suitable to women, and as they do a man's work at half a man's wage, it is no wonder that farmers are constantly on the look out for women cotters, or ploughmen with one or two working girls to reside on the farm.

Female labour.

* No charge is made for gathering and removal of weeds, both farms being remarkably clean.

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But field labour has become of recent years distasteful to women, and there is a marked scarcity of workers in these parts. Farmers all spoke of the run on men with women workers and the extra wage readily given to get such to their farms.

Orra men.

On farms, say, over 300 acres there are generally one or two ordinary labourers called "orra men." One of these goes by the name of "the spade hind." His work is chiefly among the hedges, ditches, and drains, but he is almost always able to sow corn and manure, as well as build a stack. Sometimes the spade hind can clip a sheep, and when one of the ploughmen is laid off work he may take in hand to drive his horses for the time being. There is also the cattleman, whose sphere of labour in winter is in the yards where cattle are enclosed, and at ordinary field work during the summer months. On some farms, notably those belonging to Class C., a woman is in charge of the "store cattle." She is known as the "byre," or "cattle woman." On the farm of Halls, one woman looks after 60 store bullocks and five cows from October to the end of April.

The cattleman.

The woman cottar.

When a woman occupies a house either by herself or along with other female relations or otherwise, she is a "woman cottar." A cottar in the strict interpretation of the term may be either a man or a woman, but as a rule when a Lothian farmer talks of a cottar, he means a female, who has a cottage on the farm.

The shepherd.

On many of the purely arable farms no regular shepherd is kept, but when sheep are being fed on turnips a man is engaged to look after them. Some farmers rear early lambs. The ewes are bought during August and the lambs dropped during February. Both lamb and dam are heavily fed for market, and the herd in charge of the turnip sheep generally has an eye to the ewes as well.

The farm steward.

On every farm there is a steward. He is a man who had raised himself from the ranks of the agricultural labourer, and is generally selected because of his pushing habits and close attention to details.

A double hinding.

7. When two hinds live in the same cottage, they are said to have a "double hinding." On some farms where the cottages are inferior or insufficient in number, farmers prefer double hindings. I heard of no examples of double hinds who were not related to one another. The general rule is for father and son to drive horses on the same farm till the son marries, when he takes a cottage for himself.

Extra or casual labourers.

8. There are certain seasons of the year when the ordinary force of farm servants resident on the place is deemed insufficient, and extra hands are taken on. This is especially the case where potatoes are extensively grown. On the Dunbar red soil land, the harvesting af the potato crop is a heavy undertaking, and although the agricultural table (Appendix B. III.) shows that many females are constantly employed, still their number is altogether inadequate, and the town of Dunbar is had recourse to for a further supply.

Dunbar is a fishing port, and during late spring, summer, and early autumn, the wives and daughters of the fishermen repair to the curing stations at Aberdeen and other northern counties. When the fish-curing season is over they return, and from October till the following March or April they find ready employment on farms in the neighbourhood. The custom is for farmers to send carts or waggons for the conveyance to and from work of these town workers. The work assigned to them is the gathering of the potatoes turned out by plough or potato digger. The forming and covering of the pits is done by men taken on for the time. Some of these belong to neighbouring towns and villages, and they go back and forwards night and morning, but the greater number are Irishmen or persons with no fixed abode. Sleeping quarters are provided for such persons in temporary barracks or bothies at the farm steadings.

The cost of casual labour on several farms visited by me varied from 6*s.* to 12*s.* per acre arable. On East Barns there are 1,000 acres arable, and at potato lifting time, the casual labour list numbers—

10 extra men at pits.
30 Irishmen, filling carts and gathering.
35 Dunbar women, gathering.

75

These, added to 45 regular resident men and 38 regular resident women (App. B. III., column 15), make a grand total of 158 hands employed. 600*l.* was paid in wages to casual labourers on East Barns last year, and this is equal to 12*s.* per acre all over the farm.

The same system of employing people for special work is pursued by farmers all throughout the Lothians. Mr. Torrance on his farm of Kippilaw and Mr. Dobbie of Campend, both near Dalkeith, depend upon the town for their field workers all the year round. Both gentlemen find it an advantage to be able to regulate the number of workers by the nature of the work to be done, and the weather prevailing at the time. In like manner the towns Tranent, Nork Berwick, and Haddington, are largely depended on at certain seasons for the supply of farm labourers, and in particular women workers. For two reasons farmers are getting more and more into the fashion of employing people for short periods. Firstly, the daughters of regular farm labourers prefer domestic service or shop work to field labour, and the supply of resident out-workers has been gradually becoming more and more scanty. Secondly, the times are very bad, and it is cheaper to employ casual labour than to maintain a large force of regular people. In these days of ingenious agricultural machines, the lifting of the potato crop by means of the digger, followed up by a numerous band of women and boys, and assisted by a party of strong men at the pits, and with the carts, is not the slow and tedious operation of long ago.

Self-binding reaping machines are numerous, and for this very reason on many places the necessity for extra harvest labourers has almost disappeared.

The labour question less complicated on C. farms.

9. On farms belonging to Class C. the question of labour is less complicated. Potato culture on a large scale is not attempted, and except at turnip thinning and harvest time no extra labourers are needed. Indeed, it is only in seasons where the turnip plant comes to the hoe with unusual rapidity and in ill-proportioned areas that it is found necessary to supplement the regular working staff. There is a further difference to be noted with respect to this class of farm.

The shepherd an important person on sheep breeding farms.

10. Here the shepherd is perhaps the most important and best paid person on the labour list. He has charge of the flock, and his work is confined to his own department. One sometimes hears of a herd giving a helping hand in the harvest field or stackyard, but when such takes place it is because he takes an interest in his master's welfare, and not because he is expected to engage in harvest work.

Some high country farmers are in the habit of wintering their hoggs on turnips grown by lowland men, and when the distance is not too great, their shepherds pay frequent visits to see how the sheep are thriving and the supply of roots lasting. At certain periods, the nets are shifted across the turnip fields, and the shepherd assisted by a boy or man sees to this. When the number of sheep "wintered out" is large, and the distance is too far for the herd to regularly "mind them," a special man is engaged for the purpose, and the herd is not expected to go oftener than once or twice a week. But I have heard of shepherds so anxious for the welfare of their flock, that nothing would content them short of a visit every other day, even although seven or eight miles had to be traversed before the sheep were reached.

Observations on the agriculture of the district.

11. I feel almost in duty bound before passing from this portion of my report to briefly refer to the Agriculture of the Lothians. Perfection in farming has not yet been attained, in all probability it never will be; but if asked to point out the nearest approach in my estimation to a perfect agriculture that the kingdom of Great Britain and Ireland can produce. I could hardly overlook the claims of the Lothians. It may be said that this high standard of farming is dearly purchased when regard is paid to the heavy labour bills placed opposite to each farm in my table of particulars (Appendix B. III.) The labour bill undoubtedly is heavy, but the output of these splendidly worked Lothian farms is surprisingly large. If there be any truth in the saying that "the man who grows "two blades of grass where formerly only one was "present is a benefactor to his fellow men," then of a truth, the farmers of the Lothians assisted and encouraged as they have been by the proprietors and their agents, are well entitled to the compliment in its fullest sense. It cannot be denied that much of the soil of the two Lothians with which we are dealing is naturally of high quality, but during the numerous visits that I have paid to the district and especially when collecting evidence for this report, nothing struck me so much as the general

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high tone of farming no matter what the soil and the peculiar absence of badly treated land. The average size of farms may be stated at from 300 to 350 acres and taking the two counties as I found them in January and February 1893, I could not say that I saw any farm exceeding 200 acres in area which could be called labour starved or abused. I did, however, see some farms in the occupation of "small men" where proper treatment was being withheld, and where as a natural consequence the turnip crops were poor and the stubbles foul.

Small farms not so well managed.

The Lothian farmer is a great producer and distributer of the fruits of the field. Moreover, he is a great distributor of money. In the prosecution of his occupation he pays heavy fees to his fellow creatures, heavy rents, heavy labour bills, heavy cake and manure bills. Until recently he has no doubt had a fair share of profit left for himself, but it is only necessary for me to state that on one of the best managed 600 acre farms in the district, the books for 1892, while showing a larger bulk of produce than those for 1872, nevertheless testify to a reduced value of produce considerably in excess of rent to prove that the path of the farmer of to-day, be he ever so expert, is not altogether free from difficulties and disagreeables. When conversing with the farmers of this district, I was invariably struck by the "*esprit de corps*," which is common to them. "We must keep our land clean, "and in good heart, and to do this we must not have "empty labourers' cottages," was the burden of their remarks, and so we find many a labour bill paid out of farming capital or private means, which in better times would have been well met by farming profits.

The great fall in value of produce.

It may be permissible for me to say that in spite of these untoward circumstances, the agriculture of the Lothians remains a credit not to Scotland alone but to the kingdom of which they form a small but by no means insignificant portion.

I.—The Supply of Labour.

Demand.

12. Among the purely arable farms of the Lothians (Class A.) there is very little falling off in the number of labourers employed and required. As compared with 20 years ago, there is no decrease of tillage, and consequently no reduction of horses and ploughmen. The fact of there being on some farms empty or sublet cottages, is due to the preference shown by farmers for double hindings, and the great difficulty in finding female workers to occupy cottages. Of the 26 sublet or unoccupied cottages enumerated in Appendix B. III., column 7, eight refer to Halls and Cranston, which are not of the purely arable class, while 12 are on farms near Dunbar, Dalkeith, Liberton, and North Berwick, and accordingly within easy reach of town labour and "gang" workers; of the remaining six, one or two are in need of repair. Women are just as much in demand as ever. Indeed, employers would fain substitute female for male labour if such could be done. Ordinary labourers or orra men are not so much sought after as formerly. The feeling is that they are not a necessity, and that so long as casual labourers can be had they (orra men) may be considerably reduced in number.

On intermediate land (Class B.) there is a decrease of ploughed land, and not so much demand for hinds. The same may be said of orra men, but women workers do not appear to be distinctly less wanted than they were before the area under the plough was cut down. On the high farms (Class C.) where tillage is almost a second consideration, a great reduction in the number of labourers employed must be noted. This applies to all classes of labourers.

With the information I possess on this point of inquiry, I should describe the present demand as contrasted with that of 20 years ago, as follows:—

Class of Labourer.	A. Purely Arable.	B. Mixed Husbandry.	C. Hill and Arable.
Hinds	Per cent. No change.	Per cent. − 20	Per cent. − 35 to 40
Orra men	− 20	− 20	− 20
Regular women	No change.	− 5 to 10	− 30
Casual or day labourers, male and female.	+ 30	+ 5 to 15	No change.

Note.—The demand for day labourers increases or decreases according to the extent of land under potatoes.

13. The evidence collected from employers is unanimous on all points respecting the supply of agricultural labourers.

Supply.

There is no scarcity of ploughmen. First class men are not so plenty as second rate ones. Ploughmen with women workers are not easily got, and such as have daughters, even although known to be inferior men themselves, can almost make their own terms.

Orra men are in fair supply, the demand for this class being slack. Women workers for constant employment are very scarce. Near towns they are plenty enough, but in rural districts they are becoming scarcer every year. Woman cottars are scarce.

Casual labourers or those who work at busy times on day's wage, are plenty in the neighbourhood of towns and mining villages, but elsewhere they are hardly to be got at any price.

Decrease of population.

14. From the Census returns for 1871, 1881 and 1891, I have compiled five tables, with special reference to the agricultural labourers of East Lothian. On examining the figures for Mid Lothian, I saw no possibility of my being able to determine between the agricultural and other interests. Under those circumstances the tables at Appendices A I., II., III., IV., V., you will kindly understand apply to East Lothian alone. Furthermore, in extracting from the printed returns, I have set aside all figures relating to burghs, towns, islands, and shipping, save those which are given as pertaining to the "landward" portions of parishes in the vicinity of towns. The parishes thus treated are Dunbar, Haddington, North Berwick, Prestonpans and Tranent. The figures referring to shipping at Aberlady and Fidra lighthouse, are also set aside. A special note will be found at the foot of table A I., with reference to Prestonpans.

The figures brought out, show that keeping away from mining and golfing towns, there has been a steady decline in the rural population since 1871. Also that the rate of decline has, as time passed, grown greater and greater. The figures (Tables III. and V., App. A.) stand thus:—

	Period.	Decrease per cent.
Persons	1871 to 1881	4·99
	1881 „ 1891	10·66
	1871 „ 1891	15·92
Families (Table V.)	1871 „ 1881	7·82
	1881 „ 1891	9·12
	1871 „ 1891	16·24

Also that women are leaving agricultural employment to a greater extent than men.

Migration.

15. I do not however think, that from the purely arable farms of the Lothians, there has been so much migration of males as from many other districts of Lowland Scotland. There are practically as many ploughmen as ever; the demand for good hinds has not fallen off; wages and earnings are very good, and getting no worse, while in other businesses there is a disposition to reduce them.

Country villages have declined in population. This I attribute to the decreased demand for orra men or common labourers. About 25 or 30 years ago land improvements, in the shape of draining, fencing, road-making, &c., were being effected on many Lothian estates, and much employment was given to persons who lived in country villages unattached to any particular farm. The construction of new lines of railway also formed a favourable opportunity for the village householder to earn a comfortable livelihood. But work of this character has practically ceased of late, and many from the labouring classes have drifted away from the country to those large labour centres, where employment is plenty and wages are high.

I do not see any reason to ascribe a disposition to migrate from agricultural districts to the regular farm labourer of the Lothians. So long as continuous employment may be had and the cottages are comfortable, they seem to be contented and satisfied with country life and farm labour. (This does not apply to girls and young women, but to men old and young.) Whenever a lad attains a certain age or strength, he has little difficulty in getting the charge of a pair of horses. For

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B.—II. EDINBURGH AND HADDINGTON.

the first year, he drives the odd horse, doing odd jobs with the cart; he then is raised to the rank of a junior ploughman, and except that he does not do drilling or ridging work, his work is precisely the same as that of an ordinary hind. He lives with his parents and continues to do so until he has saved sufficient money to marry and take a house of his own. In this way young men grow up to the rank of ploughmen, with their hearts set on farm work and nothing else. Even in the coal and mining district, one seldom hears of a young man leaving farm horses to take employment in or about a coal-pit. Of the few that were mentioned to me as having tried the experiment, the larger proportion were back again before six months were over. I am of opinion that the supply of ploughmen has kept pace with the demand, and if there are not so many hinds looking for situations at hiring markets, it is also the case that there are not so many farmers looking for hinds.

Causes for scarcity of women.

16. As regards women, they prefer domestic service and town life to farm labour, and a tidy, respectable country girl can secure a nice place at a good wage, by merely getting a character from the minister and farmer's wife, and replying to a few of the numerous advertisements in "The Daily Scotsman." It cannot be said that mills or factories have had much to do with the scarcity of women, for there are almost none of them, but the proximity of Edinburgh and various fashionable summer resorts (such as North Berwick) and the preference shown to country-bred girls by ladies wanting domestic servants, afford frequent opportunities for young women to quit country labour.

Supply of shepherds.

17. Experienced shepherds are somewhat difficult to procure. They and farm stewards remain for a long time on farms, and are as a rule averse to change. I heard of several herds who had been all their lives on the same farm, and whose sons were similarly engaged. A herd, accustomed to hill sheep, seldom changes to a lowland farm. He and his dog are used to the open mountain, and they neither understand nor like what is known as "inby" work. Neither does an inby herd fancy the hill. There are various reasons why herds seldom change. Those in charge of breeding flocks are partly paid by liberty to keep so many sheep on their master's land, "pack flocks" as they are called. A herd on a well known sheep farm benefits from the reputation gained by the flock to which his are attached. For instance the fact of "George Wilson" being shepherd at Halls, which is reputed to be an unusually good farm to buy from, is worth quite 4*l*. a year to him, for his lambs and draught ewes share the reputation of Mr. Bayley's flock. Again, shepherds get to know the peculiarities of a farm, and the suitability of this or that field to certain ages or classes of sheep. As they are left pretty much to themselves in the shifting and general management of their flock, they become deeply interested in their welfare, and it is quite a common thing to hear a herd speaking of "my ewes or my tups." They are consulted on all matters referring to buying or selling, and seldom fail to put in a word when the master is trying to "make a deal" with a butcher or jobber In fact a shepherd becomes almost a fixture on a farm, and although his wages and earnings are high, no sensible master grudges a good wage to an experienced herd.

The love of change among agricultural labourers.

18. In the Lothians farm servants exhibit the same fondness for changing from place to place, that I had occasion to refer to in my report from Fife, Kinross, and Clackmannan. Often for the most absurd and trivial reason, sometimes for no reason at all, a hind with a wife and a long family will throw up a good situation and engage with another master, possibly at a lower wage. Some men cannot bear to be reproved either by master or steward, and I heard of several cases of men giving notice merely because it had been quietly suggested that "their harness would be none "the worse of a brush up." When the roving spirit takes possession of a Scotch labourer he welcomes the slightest pretext for changing.

I took the opportunity of talking with a few who threw up their situations last January in the hope of getting some sensible explanation. One man, in the employment of Mr. Fletcher, of East Salton, near Haddington, may be taken as a fair specimen of a regular nomad. He was married, but had no family, occupied a first-class new cottage, supplied with all the necessaries and conveniences for domestic comfort. His wife, a superior middle-aged woman, had her cottage cosy, and all her furniture and whatnots very nice, and even elegant. Between wages and perquisites he was getting over 21*s*. per week, and yet for no earthly reason that either he or she could give, he threw up this good situation and went to Dunbar hiring market in search of another place. He failed to find one, and Mr. Fletcher, hoping that he would repent of his folly, did not fill up his place. Haddington hiring market came on a week after Dunbar, and although the man knew well that he had only to say the word, and his present home would be continued to him; still, the word he would not say. Mr. Fletcher's steward engaged a hind in his place at Haddington, and the foolish and senseless man, after refusing two situations at a considerably lower wage than he had been getting, returned home out of a place. His wife told me that she had been dragged up and down East Lothian, year after year, for no other reason than her man's strange fondness for flitting; "but," said she, "he's made an "awfu' fule o' himsel' this time, and I'm thinkin' he "kens it."

THE AGRICULTURAL LABOURER.

In reply to a plain question from me, the man admitted that "he didna ken why he had given up his "place, for he had no fault either to Mr. Fletcher or "the steward."

Another strange example occurred on Mr. Handyside's farm of West Fenton. Somebody told one of his labourers that a neighbouring farmer was giving 1*s*. per week more wage than Mr. Handyside, and forthwith, without satisfying himself that such really was the case, or finding out what perquisites were given, or discussing the matter with Mr. Handyside or his steward, he surrendered his place, only to find out, when too late, that there was no truth whatsoever in the report. This man's wife bitterly complained to me of the hardship she had to endure through her husband's precipitate action.

I might cite many parallel cases of men changing places for little or no reason, but the two already described being typical, will be sufficient.

Married men with young families often change their situations in order to get nearer a school. Sometimes the schoolmaster is said to be unfair or harsh to the children, and Scotch parents cannot bear the thought of their bairns being badly treated. Very often the wives fall foul of one another, or the daughters take a dislike to others working alongside of them.

A frequent cause of complaint is, when the steward sends a girl to look after the "cauf hole" or house for the reception of chaff from the threshing machine. (There are fixed threshing machines on all farms.) It is a dirty and dusty job, but it must be attended to, and stewards invariably give the job to the women, time about. However, such is the dislike to the "cauf hole," and so determined are the women in their attitude, that on account of it many a father throws up a good situation at the bidding of the daughter and the instigation of the mother.

It must be remembered that the expense of flitting falls on the employer. The farmer to whom the labourer is engaged "flits" him; that is to say, he sends carts to transfer the furniture from house to house. Moreover, the hind being a yearly servant, is paid the same when flitting as when working. If farm servants had to flit themselves, finding their own carts and paying for their services, I reckon the fashion would change.

Length of service on one farm. Mr. Wilson's experience and letter.

19. Anything over six years is considered a long stay on a farm. Mr. Wilson, of Chapelhill and Stotencleuch spoke with something approaching to pride, of his Stotencleuch farm servants. He says:—

"On Stotencleuch all the men, with the exception of one labourer (orra man), have remained since 1884. Eight to ten years is about the longest stay any family has made with me."

Subsequently Mr. Wilson writes as follows:—

"Chapelhill, March 11, 1893.

"The hirings are now all over in this district, and both men's and women's wages are up. I have a few changes, not on account of wages, but because young men in the families had grown up and wanted a pair of horses, which I had not for them. I offered 16*s*. per week (instead of 15*s*. at present) with same perquisites, and had some difficulty in getting men at that *who had women workers*. They (women workers) are a *sine quâ non*, and men who had them could almost make their own terms. I remarked to you on the tendency of men in their prime giving up driving horses and putting their sons in their place. My observation and experience this year has fully confirmed what I said. The family whom I quoted to you as drawing about 300*l*. per annum in wages, are going, after being with

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me 8 to 10 years, because the father, who is in his prime, wanted me to take his son, aged 15 (and now getting 9*s.* per week), to fill his place as hind, and he himself to work as orra man on the farm. I offered the lad 2*s.* per week advance to drive the odd horse, with liberty to the father to give him his pair of horses occasionally, and learn him to plough; but this was declined, and they are hired to Mr. ———, the father as orra man and the son as hind, though he never held a plough. Two farmers in the railway carriage to-day gave similar instances of good men giving up driving horses and getting engagements for their sons as hinds. This they can easily do if they have one or two daughters to work.

For next year, out of 12 men driving horses on this and the adjoining farm, six are under 21 years of age, and all the fathers are still in their prime but only one driving horses.

This practice, as I pointed out to you, has tended in some measure to deteriorate our present supply of hinds from my experience 30 to 40 years ago, as there is a want of steady middle-aged men to keep the younger ones steady and set them a good example, at the same time the class as a whole, are as good as any workmen in the country. I intend giving those whom I hired at home, an advance equivalent to those hired in the market, so as to make them all alike."

Evidence from East Barns, Hatton Mains, and Dodridge on the subjects of age and length of service.

20. As to the best way of treating the questions "How long do agricultural labourers generally remain on farms?" and "What ages might the farm servants employed in the Lothians be?" I have to refer you to the tables of labourers at Appendix B.V.

The three farms from which particulars were obtained are good representations of the district. East Barns is east of Dunbar, Hatton Mains west of Edinburgh, and Dodridge and Peaston on the borders of the two counties. The tables show that out of *males employed:—

28·6	per cent.	are over 50 years of age.
44·4	,,	between 30 and 50 years of age.
18·5	,,	,, 20 and 30 ,,
4·9	,,	,, 16 and 20 ,,
3·6	,,	under 16 years of age.

Also that the average length of service on one farm is:—

For men - - -	6 years 10 months.
For women - -	6 ,, 8 ,,

Irish immigration.

21. The extent to which townspeople are employed at certain times of the year has already been referred to, but besides this influx of casual labour, the Lothians are every year invaded by numbers of Irish. They come in bands, each band being under the rule and control of a selected headman. Year after year they look for work (and generally get it) on the same farms. In most of the steadings there is a temporary bothy with a fireplace, some chairs or benches, and wooden bedsteads. In some bothies the beds are arranged like berths on board ship, one above the other. The Irish are allowed the use of these bothies, with straw mattresses and coarse blankets, get what coals are required, and everything free of charge. They work by the piece at some jobs, rising very early and often toiling till sunset; at other times they get day's wages. Farmers in some Lothian parishes say that they could not possibly do without these immigrants, and all describe them as quiet, hard-working fellows. Irishmen who go to the Lothians in May and remain till the conclusion of the potato harvest frequently save from 20*l.* to 23*l.* in the six months. At turnip-singling they sometimes earn as much as 30*s.* per week, but to do this they work from 4.30 a.m. to 9 p.m. only stopping for a few minutes to take their dinner of bread and cheese with a cup of cold tea.

Mr. Anderson, of Pinkerton, thus describes the movements of the Irishmen who have worked for him year after year. They are three in number, the father and two sons, McLafferty by name. They arrive early in June.

1. They spend three weeks singling turnips at Pinkerton.
2. They then go to later farms where the turnip plant is not so soon fit for the hoe. They remain there till—
3. The hay season on Mr. Anderson's hill farm.
4. From whence they move to the East Linton district where corn harvest is early.
5. On the completion of the cutting time at East Linton, they adjourn to a late arable farm for a second harvest.

The McLafferties do not remain for potato gathering, but return to Ireland about the middle of September or beginning of October.

Although the number of Irish immigrants is very large, no person, whether employer or employed, seemed to think that their presence interferes with the employment or circumstances of local labourers. They are felt to be a necessity at busy seasons, and, as they live apart and generally work apart, there does not appear to have, at any time, been animosity between them and the Scotch labourers.

Irishmen like the McLafferty family seldom require to go from farm to farm, or market to market, in search of work; but others who have not yet formed a connexion may be seen standing about the market places, where farmers go to engage them.

Skye girls.

22. The custom of importing female labourers from Skye and other islands off the west coast has almost died out. Of all the employers visited and spoken to, only one keeps up the system. Those that he employs occupy a bothy on one of the farms, and, although there is a male bothy not far distant, he has heard of no misfortunes occurring.

Irishmen settling in the Lothians.

23. It should be remarked that many of the young immigrants from Ireland have stayed in Scotland rather than return to their native land. On some farms I found Irishmen who had come over long ago for harvest work and remained as regular servants. They have in most cases married Scotch girls, and fallen into Scotch ways. Mr. Smith gave it as his opinion that "the presence of Irish, who became "located here some time ago, and have grown up to "Scotch labour, prevents a scarcity of men."

Irishmen seem to make good cattlemen, at any rate, I talked with three men in charge of feeding beasts, all of whom hailed from the Emerald Isle, and regarding whose attention to business their employers spoke highly.

Efficiency of labourers.

24. Taking the class as a whole, the general opinion seems to be that the men are as expert and able as ever, but not so willing nor obliging.

Mr. Wilson of Chapelhill's reasoning I believe to be sound. Men get a pair of horses at an earlier age than formerly, and young men are not to be relied upon to the same extent as hinds of experience. Young men look forward to their games of quoits, or cards, or backgammon, after hours, and they are far from conciliatory in their behaviour, if asked to do anything out of the ordinary. The older ploughmen harness their horses and leave the stables to the minute. Some of the young men loiter and linger about, chatting with the girls or "cracking" among themselves, till the steward has to reprimand them.

The master, fortunate enough to have a majority of the good old stamp of hind, seldom has a fault to find, but where the majority are young men, I fear there is truth in the accusation that now-a-days men are not so anxious for their master's interest as they should be and once were.

Masters in these days expect less, and are resigned to the feeling that although paying higher wages they need not imagine they are to get more work in return.

From what I know and have observed during my numerous visits to East and Mid-Lothian, I am ready to state as my own opinion, that in no county of Scotland or England, can better agricultural labourers be found. As managers of horses and implements of all sorts, they are really splendid specimens. It is a treat to watch the teams coming from stables with harness polished, and horses groomed, as if for show parade, and a pleasure to see the smart way in which they yoke to the plough, harrow or cart without any superintendent at hand. I constantly took note of the steady way in which the horses were turned in at the headlands, and started on the next bout without any delay or loss of time. As to the character of the work done, it is altogether high class.

Within the recognised hours of work, the Lothian labourer of all classes may be trusted to do his duty well and thoroughly, but he will not, in these days, tolerate any encroachment on what he feels to be his own time or rights. At busy or critical times he will, and does, go out of his way to further his master's

* The information given with respect to the age of women is too meagre to be of service.

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interest. During "leading in" *i.e.*, carting the corn, he strains every nerve, and does not hesitate to work by moonlight, rather than see the crop damaged.

The same may be said of female labour. The Lothian women are steady, strong workers, brought up to farm service, and thoroughly trustworthy. The great demand for "workers" is forcible testification to the satisfactory return they make for their wages.

Employers are not generally disposed to admit inferiority among the labourers of this district, when compared with any other part of Scotland. A few thought the Berwick and Roxburgh people were hardier, and not so easily driven in by rain, and one employer said they were not so industrious in East, as in West Lothian, but no one had any fault to find with the quality or even quantity of the work done between 6 a.m. and 6 p.m. in summer, or daylight and dark in winter.

II.—Conditions of Engagement.

System and method of engagement.

25. The whole of the regular working staff of a Lothian farm are engaged by the year, at annual hiring markets held in a few of the principal towns like Dunbar, Haddington and Dalkeith.

The engagement is generally verbal; instances of written or printed agreements being, in my opinion too few.

The hiring market.

26. The procedure at a hiring market is as follows:—A hind has given notice to quit, and wants a new place, he attends the hiring market. If he has a son, sons, a daughter, or daughters, able and accustomed to work and willing to do so, he. she. or they accompany him.

Farmers attended by their stewards come in to fill up any vacancies among their labourers. The labourers stand about in the street, and are sought out generally by the stewards, who have a fair idea of the character of the men. and who act as sort of pilots for their masters. When a hind with workers is being bargained with, the workers are participators, in so far that they are present, and become bound by the engagement made on their behalf by the head of the house. When the bargain is concluded, it is cemented by the giving and receiving of "arles." "Arles" may be a shilling piece, a florin, a halfcrown, or a crown; it is not the value of the piece that tells, but the fact of a bit of silver having been given and taken as a token of engagement. One man can in this way contract for three or four persons, all of whom are going to live in one cottage.

Midde-aged women, or widows with daughters accustomed to farm work, are frequently engaged for six months or a year, the bargain being made by the senior woman and the farmer. Such women engage for a free house and are called "women cotters."

Boys or halflins generally trust to their parents to look after their interests. In the Lothians the permanent bothy does not exist, and strangers are not often taken by the hinds' wives as lodgers. The bondage system has of recent years died out.

Shepherds do not as a rule engage at these annual hiring markets. They find situations, either by advertisement or private inquiry.

Stewards of high reputation seldom engage in the public market.

The hiring market of Dunbar takes place on the first Tuesday in February, that of Haddington on the first Friday of the same month. Those who have failed to engage at one place, attend the other market. The Whit-Sunday term is general; no Martinmas flittings having taken place for years.

Feeling in favour of yearly engagements.

27. The feeling among both men and masters is altogether in favour of yearly engagements, and both parties expressed themselves as strongly opposed to short engagements. One labourer at a public meeting, said that if the yearly engagement were changed for a monthly one, the wages would soon fall to the level of the South of England, "and that wud na' do."

My own experience has been all in favour of long engagements, and I cannot quite understand how the superiority of that system to the custom of short engagement, common to many parts of England, can be disputed or doubted.

In the Lothians every regular servant lives on the farm, and is found in work all the year round, winter and summer, wet and dry. Were monthly engagements to become general, there would be no end of confusion, congestion of labour here, and great scarcity there. Short engagements would utterly upset the whole system of Scottish farming economy, and, while seriously damaging the prospects of the servant, no person has ever (to my mind) successfully shown how the master would be benefited thereby.

The continuity of labour and the upstanding wage have a great deal to do with the prosperity and worth of the agricultural labourer of the south of Scotland and North of England. They form the best protectors to youth, with its inexperience of the world, and its many allurements. From boyhood, the Lothian farm servant takes an interest in the affairs of the farm to which he is attached, and there can be no doubt that this has given rise to the very friendly feeling which exists between master and man. Introduce short engagements, and I should be prepared to see our young men following the example of the Norfolk and Suffolk labourers, who spend much of their time in tramping from farm to farm, and whose earnings at the best are not to be compared with those of the settled occupant of a Lothian cottage. If there be one great merit about the present relations of man to master in Scotland, it is, in my humble opinion, the yearly engagement accompanied by the upstanding wage, and although I admit that the fact of a ploughman, drawing the same pay when sick as when well, comes heavy on the employer, for the time being, nevertheless the system has so many counterbalancing vantage points, that I should be sorry, with a view to the interest of both parties, to even anticipate the very possibility of a change in the period of engagements.

There is an amazing amount of independence about a Lothian hind. He is a sterling, honest, hard working man, perfectly well able to make his own bargain, and prepared to discharge his duties, so long as his engagement lasts. To watch his proceedings at a hiring market, a stranger might be led to think that the men were engaging the masters, and not the masters the men. This, however, does not blind him to the fact that there is security about a yearly engagement and a comfortable home for at least twelve months. On the expiry of the term, if he is not satisfied, he can easily get another situation. Those advocates of short engagements whom I met in other districts, and whose views I have in a former report criticised, apparently attached supreme importance to the advantage of being able to clear out at short notice. The Lothian labourer takes precisely the opposite view, he mentally says: "I don't want to secure a rapid clear "out, I want to secure a certain home and wage for 12 "months at the shortest." Accordingly he stands up for the yearly engagement, and as he does so with the entire approval of his master, I offend neither party by supporting both.

Hiring markets and their abolition.

28. A good deal has been said and written upon the subject of hiring markets and the evils incidental to them. Hiring markets are said: "to offer inducements "to dissipation and extravagance which act perni- "ciously on both sexes." There is some truth in the accusation, but when we remember that the hiring market is a general holiday, and the market town a general meeting place for friends, it cannot surprise us if some things go on, slightly out of the common. I have seen drunken men at a hiring market. I saw several both at Dunbar and at Haddington last February, but it was late in the afternoon and evening, and I was informed that the culprits belonged to the ranks of those who had failed to find situations. Considering that Haddington streets and market place were thronged with country people, all on pleasure bent after the transaction of business, or there with the express object of enjoying a good day's frivolity, I think the comparative absence of intoxicated persons was most creditable.

With reference to improper intercourse as resulting from the meetings of young men and women upon such festive occasions, I have no reason to believe that a hiring fair is more to be dreaded than any social gathering, from which lads and lasses "pair off" for the walk home. I have often heard it said that a prayer meeting is more dangerous in this respect than a hiring market.

I do not myself see what substitute could be found for hiring markets, nor do I see any way of abolishing them, short of a special Act of Parliament. It is certain that no one district could succeed in their abolition, for so great is the interest of the public in them, and so eagerly do the labourers look forward to them, that unless the system were abolished generally, any local alteration would be resisted on all sides. Attempts have been made at times to change the dates and places of hiring markets, and so great has been the difficulty experienced in carrying out the desired alteration, that a movement to abolish the

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markets themselves would, in all likelihood, prove abortive.

Hiring markets are convenient places for men and masters meeting, and if there are some few who, on such occasions feast not wisely but too well, I do not think the character of the market should be stamped black all over, because of the shortcomings of an insignificant minority.

Improvements which might be introduced in the system of hiring labourers.

29. There are, however, three ways in which the system of engaging agricultural labourers in the Lothians is capable of great improvement:—

1st. The interval between hiring market and term should be shortened. At present it is from 12 to 15 weeks, and the master is placed in the unfortunate position of having a labourer in his employment who has secured another situation, and who (if a dishonest or evilly disposed person) may idle his time, or vent his spite upon his master's horses or cows. If the custom were introduced of having the hiring markets four or five weeks before the May term, but "speaking to" (precognizing) the servants in the last week of February, arrangements for digging and sowing the gardens of those who were minded to leave, could easily be made.

2nd. Labourers should come to market provided with written characters. The present system of having no characters is unsatisfactory and unbusinesslike. Reference by name is made to the last employer, and if he happens to be in the market, the inquiring farmer will get the necessary information, but if not, appearances, conjecture, and conversation are depended upon. Some have suggested registries for farm labourers, wherein the names of servants wanting places, and farm places wanting servants, would be enrolled. The registry has been tried and found to work well on a limited scale, but I do not see how the system can ever be made suitable to agricultural labourers in general, or displace the old custom of "trying your chance in the open market." A registry in each hiring market town would work well in conjunction with the market itself. If men with good characters had their names, previous histories and experience placed on the roll, some weeks before the hiring market, masters in search of servants would repair thither and make out a list of persons, any of whom would be suitable.

3rd. Between him who hires, and him who is hired, there should be a clear and unmistakable understanding, both as to the wage and perquisites to be received, and the duties to be performed. A written or printed agreement does not by any means render disputes or differences of opinion impossible, but it goes a long way towards that desirable end. There are times on most farms in the Lothians, when it is expedient that labourers should do little jobs, in departments other than those they are usually employed at. Some labourers stand on their dignity and their rights, and if there should happen to be at the time any strained relationships between the steward and his men, the master invariably is the sufferer. I would therefore like to see written agreements, wherein the various grades and classes of work, for which a certain wage is given, were distinctly described and defined, pass between employer and employed.

Nature of employment.

30. In the Lothians there are two classes of agricultural labourers. The one is a resident on the farm, and in regular and constant employment, the other does not live on the farm, and is a casual labourer, only employed at certain times of the year, and for indefinite periods.

The labourers enumerated in Table, Appendix B. III., column 5, all are resident, and in constant employment.

The climate of the Lothians is perhaps the driest in Scotland, and although in spring the east wind is trying on account of its coldness, still it is not difficult to put up enough shelter, when picking or dressing potatoes, a class of work very common for women in winter and spring. In times of severe frost or snow, or on coarse wet days, indoor occupation is found. On farms so largely devoted to corn, potato, and turnip growing, there are many indoor jobs, and it may be safely said that female workers, who are paid by day's work, although engaged along with their parents by the year, do not lose more than four or five days in the 12 months. Indeed, on such farms as those mentioned in Appendix B. III., the women will be found in work any day and every day, if they care to take what may be had.

On mixed farms, and those where pasture preponderates, it is not always possible to find work indoors during a winter storm, but farmers are very considerate of their women workers, and stewards often "make jobs" rather than see them lose a day's pay. There is one standard resource, when nothing else can be thought of, I mean "drawing straw," that is, preparing bundles of straw for thatching next year's hay and corn crop. Women spend many days in this way, when they could not stand out. Men, when unable to work on the land do jobs about the yard, clean out ditches and watercourses, repair roads, mend gates and fences.

Casual labourers take their chance of good or bad weather. If the land be too wet to dig potatoes, or the morning too coarse for out-of-doors work, the carts or waggons usually sent to convey the townspeople to the farm, do not go. I heard no complaints from either party on this matter, the farmer being every bit as anxious to get his potatoes saved as the labourers are to earn their day's wage.

Hours of work.

31. The regular working day in the Lothians is 10 hours long. This can only be attained when the daylight allows a start to be made in the field at 6 a.m., and permits of work being prolonged till 6 p.m. From about the 20th of March to the beginning of November, full time may be worked without any appreciable curtailing of the mid-day interval of two hours. From November till March the hours of work creep in and stretch out in company with daylight. That the employer may get as nearly his entitlements in the matter of work as possible, the mid-day meal hour is in the short days made as brief as possible. During December, January, and February, only that time is spent in the cottage which is required to comfortably partake of dinner.

Persons not in charge of stock. Summer hours.

32. It is generally understood that men who are not in charge of horses, and women, shall be at the scene of labour at 6 a.m. in long days, or at break of day in short days; shall leave the field or barn at 11 a.m.; shall be back from dinner at 1 p.m. in summer and 12 in winter, and shall work on till 6 p.m. in summer or till the light fails before 6 p.m. in winter; but the common practice is, for the labourers to meet a few minutes before "yoking" or starting time in the farmyard, or at the stable door, to receive orders for the day. If we take into account the time occupied in travelling from the cottage to the yard and field in the morning, from the field to the cottage at 11 a.m., the return journey to the field after dinner, and finally the last journey of the day from field to cottage, 50 minutes (taking an average of 10 minutes for five journeys) would be added to the 10 hours of actual summer work; but as a matter of undisputed fact, half of these journeys is performed in the master's time, and with his full consent and approval. The time occupied in work and journeys by labourers not in charge of horses or live stock in the long days is, therefore:—

	Hrs.	Min.
Work - - - - -	10	0
Journeys - - - - -	0	25
Hours of labour, including journeys -	10	25

Hours, in the shortest days.

33. In the very shortest days of winter, actual work does not commence before 8 a.m. The dinner hour is the same as in summer, viz., 11 a.m. One hour is occupied in dinner. Work re-commences at 12, and continues till say 4.30 p.m. The morning yoking, therefore, lasts 3 hours, the afternoon yoking 4½ hours. More stringent rules are maintained about journeys in the short days, the labourers travelling more in their own time to and from work, but there is not the same need to go to the yard for orders, seeing that the bulk of winter work is either turnip-shawing, potato dressing, or barn work. I am of opinion, therefore, that for journeys performed in the labourer's own time we must add 40 minutes.

Morning yoking -	3 hours.
Afternoon yoking -	4½ ,,
Journeys performed in labourer's own time -	40 min.
	8 hours, 10 min.

The hours of work during the short days are altogether subject to daylight, and may be said to vary

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accordingly. I would describe a winter working day of 8 hours, 10 minutes, as a minimum, and a summer one of 10 hours, 25 minutes, a maximum (special seasons, such as harvest, being excepted). The dinner hours for such as are in no way connected with horses or stock, have already been described. Breakfast is taken before going to work, supper after the day's work is concluded.

Hinds' hours of work.

34. Persons in charge of horses, "hinds" as they are called, are, from the nature of their office, differently situated with regard to hours. They have, in addition to actual work in the field, to attend to their horses, morning, noon, and night. As to the time spent in the stables before "yoking" the evidence varies slightly. A few masters give 5.30 a.m. as the time the hinds come to stables, the majority name 5 a.m. I think the probability is that both are right. It all depends on whether the hinds take their *first* breakfast before going to stable, in which case they do not return home; or go to stables, clean their stalls, feed their horses, and then go home for their breakfast. Their movements in the matter of breakfast are controlled, first, by the distance of the cottages from the steading; second, by the habits of the wives, some being active, others lazy in the morning; and thirdly, by the inclinations of the men themselves. I believe by far the greater portion of the Lothian hinds are in the stables, if not before five (in summer) certainly at five.

The necessary cleaning of stalls and feeding finished, they go home for breakfast, leaving the horses in quietness, and with their oats in front of them. On returning, the animals are groomed and harnessed, and at 6 sharp they leave the stable for the field. The hour between 5 and 6 is therefore, divided into 40 minutes of stable work and 20 minutes for breakfast. The morning yoking lasts five hours. To return from the fields, slip off the bridle, feed, and walk home to dinner, takes on a 500 acre farm about 20 minutes.

The hinds are back to stables about 10 minutes before the afternoon yoking; five minutes for the journey, and 10 to yoke, adds 15 minutes to the calculation. At 6 p.m. the ploughs are stopped, and the hinds return to stable. 20 minutes—when the horses are turned out to grass, or half an hour when confined to the stalls all night—will be required to do everything about the stable and walk home. Of recent years the custom of having a second breakfast, brought out to the fields, has become universal in the Lothians. On many farms the fashion has not been confined to breakfasts, but a mid-afternoon tea has been also introduced. Employers say that 15 minutes is lost by each of these meals, the hinds say not more than five minutes. I split the difference and adopt ten as a fair average. I am not disposed to admit the afternoon tea as general, and do not take it into account in the formation of the following table.

35. Description of a hind's hours and work in summer:—

Time of Day.	Occupation.	Work.	Attendance.	Meals.
		Time occupied.	Time occupied.	Time occupied.
		Hrs. min.	Hrs. min.	Hrs. min.
5 a.m. to 5.30 a.m. -	In stables	—	0 30	—
5.30 a.m. to 5.50 a.m.	First breakfast.	—	—	0 20
5.50 a.m. to 6.0 a.m. -	Harnessing	—	0 10	—
6.0 a.m. to 9.0 a.m. -	*Actual work.	3 0	—	—
9.0 a.m. to 9.10 a.m. -	Second breakfast.	—	—	0 10
9.10 a.m. to 11.0 a.m.	Actual work.	1 50	—	—
11.0 a.m. to 11.20 a.m.	Returning and stables.	—	0 20	—
11.20 a.m. to 12.45 p.m.	Dinner	—	—	1 25
12.45 p.m. to 1.0 p.m.	Harnessing	—	0 15	—
1.0 p.m. to 6.0 p.m. -	*Actual work.	5 0	—	—
6.0 p.m. to 6.25 p.m. -	Stables	—	0 25	—
5.0 a.m. to 6.25 p.m. -	—	9 50	1 40	1 55

* It must not be forgotten that the going to work both in the morning and afternoon is done in the master's time. Allowing 10 minutes for each journey, the hours of *actual labour* in the field are accordingly reduced to 9½ hours.

These hours may be accepted as referring to 35 weeks of the year, *i.e.*, from March 1st to October 31st.

During the months of November, December, January, and February, the hours vary according to the length of day. Actual work may be said to commence at dawn and continue till dark. The second breakfast is still kept up, but the mid-day dinner interval is considerably shortened. Hinds are in the stable in the morning, an hour before the horses leave for work. The first breakfast is unchanged, except that it is later than in summer. On most farms the hinds are required, either in part or whole, to do up their horses for the night at 7.30 p.m., and this operation takes half an hour.

The following table refers to a short day in January, when work begins at 8 a.m.

36. In winter, a January day:—

Time of Day.	Occupation.	Work.	Attendance.	Meals.
		Time occupied.	Time occupied.	Time occupied.
		Hrs. min.	Hrs. min.	Hrs. min.
7.0 a.m. to 7.30 a.m. -	In stables	—	0 30	—
7.30 a.m. to 7.50 a.m.	First breakfast.	—	—	0 20
7.50 a.m. to 8.0 a.m. -	Harnessing	—	0 10	—
8.0 a.m. to 9.30 a.m. -	Actual work.	1 30	—	—
9.30 a.m. to 9.40 a.m.	Second breakfast.	—	—	0 10
9.40 a.m. to 11.0 a.m.	Actual work.	1 20	—	—
11.0 a.m. to 11.20 a.m.	Returning and stables.	—	0 20	—
12.20 a.m. to 11.50 a.m.	Dinner	—	—	0 30
11.50 a.m. to 12.0 noon	Harnessing	—	0 10	—
12.0 p.m. to 4.30 p.m.	Actual work.	4 30	—	—
4.30 p.m. to 4.45 p.m.	Stables	—	0 15	—
7.30 p.m. to 8.0 p.m. -	Doing up horses.	—	0 30	—
7.0 a.m. to 4.30 p.m. -	—	*7 20	1 55	1 0

* Deducting 20 minutes for journeys to and from work, performed in the master's time, 7 hours of actual work remain

Cattlemen.

37. Cattlemen work with the ordinary labourers during summer and have the same hours. From October till May, they have cattle to look after, and their hours, although not regulated so much by watch or clock, as is the case with hinds, are longer than those of labourers. A cattleman with 60 turnipped cattle under his care, has few spare moments between daylight and dark. In very short days he works a good deal by lamplight both morning and evening, and puts off no time over his mid-day meal. When all the cattle are on sliced turnips, the cattleman's hours will be about the same as a hind's work (work and attendance), or say from nine to ten hours per day.

Shepherds.

38. Shepherds have no set hours. Their work is chiefly composed of walking, looking and scrutinising. The hard work is done by the dog, under the direction of his master. Shepherds' hours depend greatly upon the weather and time of year. When the ewes are lambing, they are up every other night, and only get sleep by snatches, when there is a lull in the labour of the ewes. In a snow-storm they have also an anxious and busy time, and no note is taken of the time of day. Lowland herds go through their sheep shortly after daybreak; they get back to breakfast between eight and nine. About 4 p.m. they start on their second walk round. The mere once looking of the sheep and counting them will occupy about 2½ hours on a mixed husbandry farm of 600 acres, where 300 ewes and 150 hoggs are kept. The interval between the two walks round is taken up with various work, such as dressing lame sheep or those struck with fly. After clipping and dipping, the shepherd having little trouble with fly, often employs himself doing odd jobs, such as repairing fences, mending nets, cleaning out drinking ponds or troughs; but all the while he has no recognised hours.

The farm steward's hours are a few minutes longer than the ploughman's. He is first into, and last out of, the stable.

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The stabling-up hour during winter.

39. The much disliked evening 8 o'clock hour is not so harshly exacted in the Lothians as in Fife. The horses are done up, in many places, on their return from the fields, so that the hinds do not return at 7.30 or 8. The steward looks through the stables before going to bed, and he is often accompanied by one of the men. On other farms where the horses are not littered till late, one hind out of three or four comes, the others staying at home. From the statements made at my meetings of labourers, no objection is felt to this way of conducting the 8 o'clock work, and one or two old hinds declared they would rather go see their horses "a'richt" at night, than "bide awa'." I discussed the possibility of abolishing the late hour with almost every employer I met, and found them very moderate in their views upon the matter. So long as *somebody* sees that the beasts are in good health, well supplied with food, and properly bedded, they ask no more.

Sunday work.

40. The custom on most farms is for all hinds to attend morning stables on Sunday, but the hour is seldom before 7 a.m. The stables are cleaned out, the horses groomed, watered, and fed. One hind takes charge for the day. At night, all, or some of the ploughmen attend to the wants of the horses. So long as the horses are properly attended to, the master does not make any rule about the number of hinds who do it. It rests pretty much with the men to arrange among themselves. In summer when the horses are out at grass, there is no stable work.

The cattleman's winter work is the same on Sunday as Saturday. The same may be said of the shepherd all the year round.

III.—Wages and Earnings.

A retrospect.

41. Before entering upon the subject of wages and earnings at the present time, it will be useful and interesting to follow the course of events, and note the changes which have taken place during the last 40 years in the system and amounts of payments to the Lothian farm labourer. Thanks to several gentlemen whose families have lived and farmed in the district for a long time, I have succeeded in obtaining details of wages paid for many years back on certain farms.

Till within the last 20 years, payment in money formed but a small part of the labourer's earnings. On many farms, from 35 to 40 years ago, payment was all in kind. This was known as the "boll wage," the boll being the measure by which both corn and potatoes were sold. As specimens of such a method of payment, I give the following:—

42. A hind's wage in East Lothian in 1852, evidence supplied by Mr. Smith, Whittinghame:—

	£	s.	d.
9 quarters oats at 28s.	12	12	0
2¼ quarters barley at 36s.	4	1	0
1 quarter beans at 42s.	2	2	0
Lint and hens	1	1	0
Keep of a cow and pig	6	0	0
Harvest meat	1	0	0
1,200 yards of potatoes	3	0	0
Free house and garden and manure	2	10	0
Coals carted	1	0	0
	33	6	0

=12s. 10d. per week.

A money wage was given to such as preferred it.

	£	s.	d.
Wages, 52 weeks at 10s.	26	0	0
1,200 yards potatoes	3	0	0
Free house and garden, and dung for garden	2	10	0
Cartage of coals	1	0	0
Harvest meat	1	0	0
	33	10	0

Field workers: Women, 8d. per day, labourers, 9s. per week.

No extras, except in cases where a free house was given.

Another specimen is:—

	£	s.	d.
72 bushels or 9 quarters oats at 28s.	12	12	0
18 bushels or 2¼ quarters barley at 36s.	4	1	0
8 bushels or 1 quarter beans at 42s.	2	2	0
24 cwts. or 1,600 yards potatoes	4	0	0
Free house and garden	2	10	0
Grass of a cow, straw in winter	5	0	0
30 days food in harvest at 9d.	1	2	6
Cartage of coals, say	1	0	0
	32	7	6

=12s.5d. 11/26 per week.

When no cow is kept 5l. in cash allowed. Half of the oats to be first quality in Haddington market.

43. In 1858 the wages of a hind on Mr. Anderson's Pinkerton farm were:—

	£	s.	d.
Cash	3	0	0
11½ quarters oats at 30s.	17	5	0
1½ quarters barley at 38s.	2	17	0
1 quarter beans at 42s.	2	2	0
1,200 yards potatoes (red soil)—Sold, 3l. 10l.; kept for use, 2l. 10s.	6	0	0
Free house and garden and dung	1	12	6
Keep of a cow, straw in winter	5	0	0
Cartage of coals, say	0	10	0
	38	6	6

=14s. 9d. per week.

Mr. Anderson adds:—

"In return for the house, the hind's wife had to shear for 21 days in harvest without pay.* Each hind had to keep a bondager, whose wage was 10d. a day. Deducting lost time, her year's earnings would be about 11l. 10s., barely enough to feed and cloth her."

44. In 1867 Mr. Culley thus reports to "The Royal Commission on the employment of Children, Young persons and Children in Agriculture." In East Lothian an ordinary married ploughman is paid as follows:—

	£	s.	d.
Money	14	0	0
Cottage and garden, free	3	0	0
Carriage of 6 tons of coal, say	0	15	0
Cow's keep (worth 3s. per week)	7	16	0
65 stone oatmeal (2s. per stone)	6	10	0
12 bushels of barley (4s. 6d. per bushel)	2	14	0
4 bushels of beans	1	0	0
† 1,000 yards potatoes (26 cwts. at 4s.)	5	4	0
4 weeks' harvest food (2 meals)	0	18	0
Straw for pigs	0	10	0
	42	7	0

=16s. 3½d. per week.

Note.—The estimated values are mine.—R. H. P.

* The house cannot be called free under these conditions.—R. H. P.

† On farms not well adapted to potatoes a deduction of 1l. to 1l. 10s. would be required. On red soil 5l. 4s. would be under the mark.

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B.—II. EDINBURGH AND HADDINGTON.

45. Mr. D. Buchan, now manager to Mr. Ford, at Craigmiller Farm, near Liberton, Mid Lothian, says:—When I started as a regular ploughman in 1869 my wages were:—

	£	s.	d.
Cash - -	26	0	0
65 stones oatmeal, worth - -	6	10	0
16 cwts. potatoes, worth - -	3	4	0
Harvest meat, worth -	1	0	0
Free house and garden, worth -	5	0	0
	41	14	0

=16*s.* per week.

46. In 1870, on Mr. Wilson's Chapelhill Farm, a ploughman's wage was:—

	£	s.	d.
Cash - -	6	0	0
Free house and garden - -	4	0	0
Manure for garden	0	6	0
100 stones oatmeal at 2*s.* -	10	0	0
18 bushels barley at 4*s.* 6*d.* -	4	1	0
1,800 yards potatoes at 8*s.* -	7	4	0
6 bushels peas at 5*s.* - -	1	10	0
*Cow's keep, summer and winter	9	0	0
Coals driven -	0	9	4
Harvest - -	0	15	0
	43	5	4

=16*s.* $7\frac{9}{13}$*d.* per week.

47. In the reports of the Royal Commission on Agricultural Interests 1879–1882, Haddington and Edinburgh are of the counties in which the earnings of ploughmen were found to average about 50*l.* a year. A specimen in detail is given, the total coming only to 43*l.* 10*s.* If the value of "gains" may be ascertained with regard to the market prices of the day, I cannot but think, with the agricultural returns before me, that the difference between the specimen and the 50*l.* stated to be the average wage in Haddington, is due to the low value attached to barley, beans, meal, and potatoes. I also think, that considering the excellent cottages on farms in the district at the time of framing his report, the Assistant Commissioner might safely have charged another pound to the value of a free house and garden, the more so when plenty good manure was given, free of charge. The specimen of a hind's wages and earnings, I think, might be altered to this:—

May, 1881.	£	s.	d.
Money - -	24	0	0
3 bolls (18 bushels) barley at 27*s.* -	4	1	0
1 boll (6 bushels) beans at 32*s.* -	1	12	0
65 stones oatmeal at 2*s.* 2*d.* -	7	0	10
1 month's meat (harvest) -	1	0	0
1,600 yards potatoes at 8*s.* -	6	8	0
House and garden	4	0	0
	48	1	10

=18*s.* 6*d.* per week.

Haddington wages are also stated to have been:—

1. 20*s.* a week, including all.
2. 46*l.* cottage and garden free; potatoes; if cow kept, 6*l.* less money.
3. 18*s.* (a week) cottage and garden.
4. 50*l.*, including everything.

* Good old grass in summer, best oat straw, and six tons of yellows and swedes in winter.

48. Taking the four periods, 1852, 1867, 1881 and 1892, the wages and earnings of the East Lothian hind have increased as follows:—

THE AGRICULTURAL LABOURER

Increase in rate of wages and earnings.

	A period of	Per cent.
1867 over 1852 - -	15 years.	26·8
1881 „ 1867 - -	14 „	13·4
1892* „ 1881 - -	11 „	6·04
1892 „ 1852 - -	40 years.	52·7

* Hind's average wages and earnings, 51*l.*

Gradual decline of the boll wage.

49. The first substitution of money for kind appears to have been 6*s.* a year, in place of liberty to keep hens. This was stated to have taken place in 1855 on a farm near Haddington town.

The ice once broken, the boll wage steadily grew in disfavour. Oatmeal was substituted for oats, the deficiency in value being made up by cash payment. "In 1890," according to the evidence of Mr. Smith, Whittinghame, "the hind's wages were generally converted into money at the rate of 15*s.* per week, "with potatoes, a free house and garden, manure "for the garden, or straw for a pig, cartage of all coals, "and food during harvest."

Some old servants have held to payment partly in kind, but these are mostly cases of double hindings, where one hind takes all in money, and the other so much in oatmeal and potatoes. Shepherds still adhere to the old system in a modified form (*see* details of shepherd's wage, Bayley and Wilson, App., C. I. No. 3).

Whatever may have been the disadvantages to the labourer of the boll wage, there is this to be said in its favour. People lived "within themselves," to use a popular Scotch phrase, in the days of the boll wages. There was more porridge and milk, less tea and slops. Less going to town at night, and fewer credit accounts with grocers' carts. The labourers got the bulk of their food at producer's price, instead of paying the middleman's profits, as now happens.

People stayed at home and took better care of their gardens than now-a-days. But against these generally admitted arguments, there remains the fact that both masters and men prefer the money wage: men—because with the money they can buy whatever suits their taste; masters—because money involves less trouble in distribution. Moreover, it is apparent that in these latter days the boll wage, if valued by the market price of oats, barley, and beans, would show a heavy reduction, whereas the purchasing power of the sovereign has immensely increased.

The absence of ploughmen's cows at the present time.

50. The absence of cows among labourers, who 20 years ago would probably have had one for each family, is everywhere spoken of with great regret. The value of a cow to a man with a wife and large family is never to be calculated by what is charged for her keep in an estimate of wages and earnings. An abundant supply of good new milk means health, bone, and muscle to the children; and I cannot help alluding to the numerous instances I encountered in the Lothians where young children from one to eight years of age were insufficiently supplied with milk. The matter was discussed by the labourers and myself at all our meetings, and the reason given by them was that the masters either would not allow a cow at all, or when there was one starved it during the winter, and did not provide a good pasture during summer. I am inclined to think that farmers in these parts are, if somewhat to blame, unfortunately placed, in so far that many of the farms being purely arable, old grass is very scarce, and a cow on young seeds is not altogether judicious or economical stocking. But on a large number of the farms visited there was no scarcity of two and three years' old pasture, besides permanent grass land, and the masters had in many cases tried to persuade the labourers into buying cows, yet to no purpose. The real truth of the matter, I fear, is that the men are unable to "put on" a cow. The money to buy them is awanting.

Arrangement on some farms for the supply of cows.

51. Certain farmers do prefer that their men should have no cows. In their case why should not milk be given as part payment, or sold to them by the pint or quart? But on the other hand, I met employers who had offered to advance the price of a cow, repaying themselves, by holding back a portion of the weekly earnings, till the whole amount was recovered.

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Two cases were brought under my notice where labourers had closed with this offer. In both cases the labourers had daughters at work on the farm, and the arrangement was that, the girls' wages in whole should be kept back till the debt was discharged.

ged vation ows by loyers.

52. As to the other accusation, namely, that the cows are starved during winter, the explanation is perfectly plain. When a hind changes from having no cow, to having one, his weekly wage is reduced by 2*s.* per week. That is the general deduction. No farmer can keep a cow as a cow should be kept for 5*l.* 4*s.* a year. Consequently the winter diet is of the poorest. Mr. Hope of East Barns deducts 3*s.* per week, or 7*l.* 16*s.* a year, and his men's cows are well fed, with turnips in addition to the best oatstraw. Mr. Bayley's system at Halls is equally fair; he charges 3*s.* a week, but the men's cows are treated exactly like his own, summer and winter. In summer, they have a good old grass park; in winter, besides excellent fodder, they get 4 lbs. of cake (half linseed and half cotton) per day, with a mash of boiled barley once a week. True, one of Mr. B.'s men buys beanmeal for his own cow, but he readily admits that he always forces his cow, and he is well satisfied with the value he receives for 7*l.* 16*s.* a year.

At Dodridge, Mr. Ainslie charges 2*s.* per week for the keep of a ploughman's cow. They are well grazed in summer, but in winter a charge of 7*s.* 6*d.* per ton is made for whatever yellow turnips and swedes the man may be disposed to give. The two cases are almost the same:—

	£	s.	d.	
Mr. Bayley's men pay 3*s.* per week -				7 16 0 per ann.
Mr. Ainslie's men pay 2*s.* per week -	5	4	0	
And buy 6½ tons turnips at 7*s.* 6*d.* - -	2	8	9	
				7 12 9 per ann.

If the keep of a cow were charged:—

	£	s.	d.
22 weeks, summer at 2*s.* 6*d.* - - -	2	15	0
30 weeks, winter at 4*s.* -	6	0	0
	£8	15	0

And the animal fed as she should be fed during winter, when butter and milk are valuable, the master would lose nothing, and the man gain much.

Wages in 1892. A tendency to rise.

53. The current rate of money wage in 1892 to a Lothian hind was 15*s.* per week. On some farms it was 16*s.* Although at last February hiring markets a rise was not general, still in many instances, rather than lose a good hand, or to secure a labourer with women workers, 1*s.* per week more was given. The tendency, both at Dunbar and Haddington was for wages to rise. Notably was this the case with women, and their position may be quoted as better for 1893 than it was in 1892 by 9*d.* to 1*s.* per week. Young girls, owing to the scarcity of workers, command the same wage as experienced hands.

Increased value of female labour.

54. The improvement in the income of a household composed of a man with two women workers, for 1893 in contrast with 1892, may be thus stated:—

	£	s.	d.
Increase in man's wage, 52 weeks at 1*s.* - - - -	2	12	0
Increase in 2 workers' wage, 52 weeks at 1*s.* 6*d.* - - - -	3	18	0
	£6	10	0

Bridging over of apprentice period among plough lads.

55. If we take experience and steadiness into account, junior ploughman's wages (*see* Mr. Wilson's letter, par. 19), have gone up far more than 1*s.* per week. The rapid transit from boyhood to "hindship," accompanied as it is with a great rise in wage, is another matter worthy of note. The possession of a pair of horses no doubt involves longer hours, and no small weight of responsibility on the young ploughman, but it is not so long ago since a term of at least two years apprenticeship, with apprentice wages, was admitted by men as well as masters, to be necessary, before a horseman became entitled to a full hind's wage. When a lad of 16 receiving 10*s.* a week wage, is suddenly converted into a fully fledged hind at 15*s.* a week and 4 bolls of potatoes, there is a clear increase in his earnings of—

	£	s.	d.
52 weeks at 5*s.* - - -	13	0	0
4 bolls potatoes at say 14*s.* -	2	16	0
Per annum -	£15	16	0

In other words an increase of 60 per cent.

Hitherto this obliteration of the prentice period has not prevailed to any noteworthy extent, but it must be admitted as now assuming a lively form.

Increase of wages cannot be confined to new servants.

56. There is another matter with respect to the recent rise of labourers' wages at hiring markets, to which your attention must be called, and again I am indebted to Mr. Wilson, of Chapelhill, for the thought. An increase in wages, as agreed to in the streets of a market town, either entails, as in the Chapelhill case, a corresponding increase to those who remained in service at the old wage, or it is the forerunner of discontent, and half-hearted and begrudged work. From my own knowledge of practical farming, and the management of the agricultural labourer of Scotland, I commend Mr. Wilson's spontaneously raising the wages of his "biding" labourers to the level of the new comers. It was merely an act of anticipation on his part, and it showed a spirit of prudence and fair-play in a master which deserves hearty reciprocation from his men. There must be on a large farm *uniformity of wage if uniformity of work is to be expected*, and I would impress upon you this point, that although at recent hiring markets probably only 10 per cent. of the farm servants of East Lothian hired in the open market at an increase of wage, still the very fact of their having succeeded in doing so will not be lost sight of, and those, who by continuing in service at the old wage lost themselves, so to speak, to the extent of 1*s.* per week, will not be contented till they get it.

The importance of being on good terms with horsemen.

57. The importance to the employer of agricultural labour of being in thorough accord and on good terms with his ploughmen can best be explained by taking a brief glance at the ploughman's daily labour. He drives, guides, controls, and looks after two horses. In comparison with the brute force expended by the animals themselves, his bodily exertions are nowhere. The labour of a pair of good Clydesdales in the Lothians is calculated to be worth 9*s.* a day of 10 hours, and man's wage a little over 3*s.* In the event of death or disablement of horses, through carelessness, neglect, or accident, the farmer is liable to lose from 40*l.* to 80*l.* on each horse in the stable. It will now be seen how important it is, that everything in reason should be done by the employer, in his own interest, to ward off discontent, and that spirit of feeling aggrieved which disposes towards a minimum of labour with a maximum of neglect. So long as the hind harbours a feeling of unfair play, his heart is not in his work and his interest is alienated from his master's affairs. In nonchalance he may give a horse, steaming hot, a belly-full of ice-cold water, probably resulting in severe "founder" to the animal itself, and so on. And why? Just because the man who drives the next pair of horses, a stranger to the farm, is getting 16*s.* per week, whereas he, an old and hitherto trusted servant, is only getting 15*s.*

Piece-work.

58. Within the ordinary working hours no piece-work is done by regular labourers in the Lothians. This system of working is objected to by masters and disliked by the people. In very pressing times, when the turnips outgrow the hoe, farmers occasionally offer singling to the people by the acre, but only after hours and in cases of extremity. Nor is the offer often accepted. The only farm that I know of on which any piece-work is undertaken by regular workers, is Adniston, near Tranent; and Mr. Ferguson, the manager, explained that it was chiefly on behalf of their parents and relations,* who come out in the evening for a little healthy exercise in a turnip field, that the singling of swedes or yellows has been taken by the women workers.

Irish immigrants, on the contrary, prefer piece-work, and farmers who employ that class of labourer, invariably meet them in their wishes. Turnip singling is let at from 7*s.* to 8*s.* per acre. Turnip topping and tailing at 6*s.* 3*d.* to 7*s.* 6*d.* Hoeing (or "paidling," as it is often called,) a rapid running through the root crop to stir the soil and remove weeds at 2*s.* 6*d.* Irishmen work long hours, and get over a lot of ground,

* Mostly miners.

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but their handicraft is generally stated to be inferior to that of the regular farm labourer.

Hedges are trimmed or switched at 1*d.* per 6 yards for one year's growth. Another figure was 1*s.* per 100 yards. One farmer lets the trimming of the hedges on his farm of 420 acres at 4*l.* 10*s.* a year.

Very little draining has been done of late. Odd jobs such as making short drains, are done by the day. The only thorough drainage which I heard of going on at the time of my visit was at the rate of 9*d.* per perch of 6 yards, for cutting and filling 3½-feet drains. The subsoil was free, and there were few fast stones or boulders.

Observations on the absence of piece-work in the Lothians.

59. The absence of piece-work, not only in the Lothians, but in Scotland as a whole, has frequently formed a subject of remark in reports similar to this, and having had practical experience in English counties where the system prevailed, as well as in Scotland, where it is conspicuously absent, I venture to touch upon the matter.

In support of piece-work, there are various contentions. For instance, it is stated:—

1. That on piece-work the servant has every inducement to make the best use of his time and strength.
2. That the work is quickly done.
3. That the servant gets as remuneration only that which is proportionate to the labour he has actually performed, and that accordingly he has a feeling of independence.
4. That working steadily and with perseverance, he is no trouble or expense to his employer.

Against day labour it is argued that:—

a. There is much time occupied in make-believe work, gossip, and idling.

b. That it necessitates supervision, and the cost of supervision.

c. That the day labourer has no incentive to exert himself, for he gets no more by so doing.

The contentions are met as follows:—

1. Piece-work is bad work, viewed from the standard of Scotch agriculture, and bad work is the dearest of all work in the long run.
2. Although wages are higher in the North of England and Scotland, and farm labour more carefully performed, still the cost per acre (all things considered,) is no greater than in those parts of England where piece-work obtains.
3. The supervisor of farm labourers, while seeing that his squad are diligent and careful, also works himself. The cost of supervision is, therefore, exaggerated by strangers to the collective method of conducting farm labour.
4. Even although piece-work were known to be the cheaper, it could not be carried out, save upon a very small scale, in a country where all the regular working hands reside on the farms on a yearly engagement and in never varying quantity.

If in Scotland there were itinerant workmen moving about from place to place, content to take two days' work here and a week's work there, or village artizans, whose time was only partly occupied by their own private trade, or villagers not bound to any particular employer, or road-faring persons commonly called "tramps" willing to work: and if the Scottish farmer were dependent upon this intermittent class of labourer, from having no, or not sufficient cottage accommodation, then I think he would be forced from his present system, to that of Southern counties. But he has plenty cottages, and except at potato-lifting, and for the winter months when farm labour is confined within narrow limits, there are no casual labourers about. The system of having on all farms a sufficient number of cottages to accommodate all the labourers required, may be chiefly attributed to the absence of country villages or hamlets so frequent in many English districts where piece-work is common. On ordinary arable farms then, I do not think that the causes which combine to render piece-work suitable to the English farmer, exist in Scotland. On extraordinary farms, such as those where potatoes occupy one-third or fourth of the area, the class of work for which extra hands are required, cannot be done by the piece. Planting and gathering potatoes are branches of agricultural labour wherein people must at times be shifted from one place to another, and where the whole work may be stopped for a time by the chain of the planting machine, or a cog of the digger spur wheel breaking. Moreover, nothing would be gained by piece-work were it practicable. The people are kept hard at work by a wise distribution of horse power with which the labourers must keep pace.

Coming to the thinning of turnips. There would be no difficulty in introducing piece-work were it not that hay time and turnip thinning clash. People hoeing by the acre would object to be moved from their job to turn over hay and then sent back for an hour till the hay was fit to be put into small cocks, and in Scotland, with its humid and uncertain climate, this custom of working back and forwards is unavoidable.

As to the quality of work as we see it done by the piece in southern districts, it is admitted to be inferior to that of the northern day labourer.

There must be, and I believe is, a temptation to scamp work, or do it in a careless manner when superintendence is absent, and when a labourer is paid by the 100 yards or acre, which does not arise in the case of a squad of farm servants, led as they always are in the Lothians by a steady worker, and watched by a responsible grieve or woman-steward.

The principle of task work is good, and in districts where farm labour is performed in the main by people unattached to any farm, the practice has much to commend it; but I do not see how under existing conditions it can ever be expected to work satisfactorily in the Lothians, or for that matter, in any part of Scotland that I know, save with Irish immigrants and casual labourers. (*See* Remarks on Bonus System, p. 116.)

Mode of payment at haytime.

60. The only departure from the usual rate of wage and system of payment during hay-time, is that when overtime is worked the master supplies refreshment. It generally takes the form of beer and bread, with perhaps a bit of cheese.

There are objections to making hay after six o'clock. Whenever the dew begins to fall, work should be suspended, and it is only on nights when the dew holds off, and when there is a large area lying in swathe or windrow, that the Lothian farmer asks his people to work beyond the regular hours. It is, however, not unusual to cart hay from the field to the rick or hayshed after hours. In the Scotch system of tramp cocking hay in the field, carting may be continued without fear of injuring the crop, even although a heavy dew has fallen or is falling. Each field-cock will contain from 1 to 1¼ tons of hay, and the surface liable to get damp is small. In extreme cases of dew the tops and bottoms of the cocks may be thrown aside and the rest carted off. The farmer possessed of a hayshed is favourably situated for late carting, because the roof of the shed catches the dew and the material being stored escapes its influence.

The Scotch method of curing hay although not so rapid as that practised in many parts of England, where the climate is less changeable, and the grass less loaded with moisture, is on the whole more simple and less risky.

Consequently farmers in the Lothians are not so liable to get in a flurry about the safety of their crop once it is "off the ground," in other words into good-sized tramp-cocks.

Mode of payment in harvest. Men.

61. The usual custom is that during harvest regular men get 10*s.* extra wage, and either their dinner consisting of a bottle of "shearer's beer," and a loaf of bread or 10*s.* in cash in lieu of dinner.

In former times it was the custom to give three meals. Breakfast of porridge and milk. Dinner of beer and bread. Supper of porridge and milk. Partly owing to the difficulty in providing sufficient milk for large squads of harvesters, partly on account of the inconvenience of having to prepare food in such quantities, morning and evening, and partly because the people themselves preferred, as their tastes declined from the porridge diet, to find their own morning and evening meals, the question of food became ripe for alteration, and the arrangement already described was agreed to.

With the mid-day meal there is little trouble. It is managed thus:—The bread is brought fresh from the town or village bakery every day, generally by the baker's cart, sometimes by a farm cart sent in for the purpose. It is deposited at the farm house. The beer is bought in large barrels, bottled off every morning at the farm-house, and sent out to the harvest field, along with the loaves in the proper quantities. Besides the little work required to prepare this mid-day meal, the Lothian farmer has another reason for keeping up the field dinner. It saves precious and valuable time. If

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the people had to go home for dinner the chances would be against such an early start as is accomplished when all the workers dine on the spot.

The dinner cart generally reaches the field a few minutes before stopping time. On a signal from the steward the machines stop; all sheaves are lifted, bound, and stooked; the food is distributed, the people sit down at the back of a stook, eat their food, and often take a few minutes' sleep. One hour is the interval allowed, and a few minutes before its expiry the fresh horses for the machines come on the field. This is the signal for bestirral. The dinner carter (generally a sharp boy, sometimes the shepherd) collects the empty bottles and leaves the field, the harvesters fall into place, and away go the machines once more.

On farms where the cottages are central, and not far from any part of the farm, the people may prefer to take 10*s.* in cash, and find their own dinner. A few may go home for it, but I think most have it brought out to them. It generally consists of a good measure full of Scotch broth, with possibly a piece of fresh mutton in it, and a junk of loaf or scone to take along with it.

By reference to column 11, Appendix D, it will be seen that on a few places harvest food (three meals) still continues, no money being given. The three meals are valued at 9*d.* per day, and as harvest generally lasts from 26 to 30 days, the 1*l.* which forms the substitute is a fair commutation.

Some masters give 25*s.* and no food, this being 5*s.* above the general allowance. But this is open to explanation. During carting or "leading in" time, an extra meal consisting of beer and bread is given (by others) between four and five o'clock. Valuing this at 3*d.* and taking a fortnight as the duration of "leading in," there is not much difference between the value of 10*s.* food worth 10*s.* and five o'clock food worth 3*d.* per day when "leading in," and 25*s.* for the whole harvest.

The reason for paying a trifle extra when stacking is that everybody works their hardest then, the dinner hour is made as short as possible, and the carts often go on loading and emptying till long after six o'clock. It is a practice among high-class farmers to give 1*l.* extra wage, over and above the harvest extras, to those men who build stacks. This is not a gratuity, but a recognised payment for expert work.

Women.

62. The earnings of women during harvest are proportionally greater than those of men. Thus:—

	£	*s.*	*d.*
1. Mr. Hope gives food* worth 10*s.* Extra wage 1*l.*	1	10	0
2. Mr. Frazer gives food worth 4*s.* Extra wage four weeks at 6*s.*	1	8	0
3. Mr. Davidson gives food worth 10*s.* Extra wage four weeks at 3*s.*	1	2	0
4. Mr. Wilson gives no food. Extra wage	1	10	0
5. Mr. Bayley gives no food. Extra wage	1	16	0
6. Mr. T. P. Hope gives food worth 1*l.* Extra wage four weeks at 3*s.*	1	12	0
7. Messrs. Ford and Handyside, Fenton district, give food worth 14*s.* Extra wage 8*s.*	1	2	0
8. Mr. Smith gives food worth 1*l.* Extra wage 1*l.*	2	0	0
9. Mr. Buchan (for Mr. Ford), Liberton district, gives food worth 4*s.* Extra wage four weeks at 4*s.*	1	0	0
10. Mr. Torrance gives food worth 6*s.* Extra wage 16*s.*	1	2	0
11. Mr. Ainslie gives food worth 1*l.* Extra wage 12*s.*	1	12	0
12. Mr. Cunningham gives no food. Extra wage 25*s.*	1	5	0
13. Mr. Stoddart gives extra wage	1	5	0
14. Mr. Elder gives food worth 1*l.* Extra wage 1*l.*	2	0	0
15. N. Berwick farmers give food worth 13*s.* 6*d.* Extra wage 12*s.*	1	5	6

Special harvest labourers.

63. Labourers specially engaged for harvest are paid from 4*s.* to 5*s.* per day, and when men are scarce they get even more. Since the introduction of self-binders, the demand for special harvesters has decreased, and the custom of keeping on Irishmen who have been employed in the turnip fields renders some farmers independent of the casual labourer.

* "Food" means either the value of food actually given or cash given in lieu.

64. Potato harvest on many Lothian farms lasts from a fortnight to nearly a month. No alteration of wage is made to men at this time, but on most farms an increase of wage is allowed to women workers. This increase varies from 1*s.* to 4*s.* per week. Mr. Hope, of East Barns, gives 3*s.* per week, or 10*s.* for the potato-lifting season. All his women, regular and casual, get the same wage, 12*s.* per week, at this time.

Extra pay given when lifting the potato crop.

65. Besides his weekly wage, the agricultural labourer of the Lothians receives certain perquisites and payments in kind. These, although they may differ in value according to the position of the farm, quality of the soil, and quantity of the commodity given, are nevertheless pretty much the same in character from Edinburgh City to the eastern boundary of Haddington County.

Perquisites and payments in kind.

(*a.*) To each head of a family is given a free house and garden. The labourers count this as worth from 3*l.* 10*s.* to 5*l.* 10*s.* a year, according to the size and quality of the house. At a meeting of labourers, held in the Manse of Whittinghame, it was agreed that a good cottage and garden were well worth 2*s.* a week, equal to 5*l.* 4*s.* a year. The annual value of farm cottages is generally returned by farmers at 4*l.*, but very little distinction is paid to the size or comfort of different cottages. As I personally inspected the cottages on the farms from which I took evidence, I put what I thought a fair value on each labourer's house, as will be seen by reference to Appendix CI., particulars of wages.

Free house and garden.

(*b.*) For each garden a load and a half or two single horse loads of well-rotted manure is sent down from the yard. When a pig is kept, straw for litter is given, and the servant either uses the pig manure for his garden or gives it back to the master and takes cattle dung. The yard manure is worth 6*s.* and the straw (six cwts. at 1*s.*) comes to the same.

Manure for the garden or straw for the piggy.

(*c.*) Potatoes are given either in the form of so many yards of a drill in the field, tilled, manured, laboured, ploughed out, and carted home at the master's expense, or a given quantity roughly dressed and free from disease. There is considerable difference in the number of yards given by farmers. Compare the wages at Halls with those at Newtonlees, and it will be seen that to hinds Mr. Bayley gives 1,500 yards, valued at 3*l.* 15*s.*, and Mr. Fyshe 1,000 yards, valued at 6*l.* (App. C. I. Nos. 3 and 7).

Potatoes.

The two farms are about 3 miles from one another, but whereas Halls is up among the hills and not good potato land, Newtonlees is perhaps the finest potato ground in East Lothian. Again, Mr. Fyshe's drills are 2 inches wider apart than Mr. Bayley's, and treated probably to twice as much manure. Add to this the fact that Newtonlees potatoes are better worth 4*l.* per ton in the market than those from Halls 50*s.*, and that the yield at Newtonlees will be over nine tons to six at Halls, and we can understand why in the one case 12*s.*, and in the other 5*s.*, are the values attached to 100 yards of a potato drill. There is not so much difficulty as would appear in attaching a proper value to potatoes in the drill in this district, for in many instances the hinds sell half the drill to the master, and thereupon the total value is at once ascertained. It is clearly good policy on the part of a labourer on Dunbar red soil to sell at "Dunbar red" price, and buy in, if necessary, a cheaper article equally serviceable for his table; and the habit is quite common.

The average price of potatoes in East and Mid Lothian away from the "red soil" is 3*s.* per cwt., and it has been adopted in summing up the men's total wages and earnings.

The number of yards given varies from 500 at West Fenton to 1,500 yards at Halls.

Quantities vary from 12 cwts. to 1 ton. On some farms both yards and quantities are given, take for example at Bearford, where one servant gets 500 yards and half ton. This, however, is the case of a steward, and they along with shepherds must be taken apart from hinds, with whom we are now dealing. Some farmers again give no potatoes, but so much money per week instead. Mr. Ford, at Fentonbarns, in lieu of potatoes, gives 1*s.* 6*d.* per week, or 3*l.* 18*s.* a year to his hinds. Mr. Nelson, of Skateraw, gives 1*s.* per week, or 2*l.* 12*s.* a year to his men in place of potatoes.

In Mid-Lothian 12 cwts. valued at 1*l.* 16*s.* is the usual allowance.

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Mr. Ainslie, half in Mid and half in East Lothian, gives 16 cwts., valued at 2*l.* 8*s.*

The supply of seed.

The general custom is for the men to supply the seed, once hoe the drill and gather the crop; but there are many instances, for example, East Barns, Chapelhill, and Newtonlees, where the master finds the seed free of charge. Nor is the hoeing of the drill enforced. Mr. Hope, of East Barns, says, "the labourers are supposed to do it, but it generally ends in our putting the "workers over their drills at the time our own are "being done." When the master supplies the seed, the servant benefits to the extent of 7*s.* or 8*s.*

Choice of drills given.

I have heard it stated that in many cases fair play is not dealt out to the hinds in the matter of the land set apart for their potatoes. They are said to be put into the headlands, or shaded places out of the sun, or upon a spot known to be bad soil. There may be such cases throughout the length and breadth of the Lothians, but I have reason to know that there are many farmers perfectly willing to let the hinds select their 1,000 yards in any part of the field at any time during the growth of the crop, the only stipulation being that they shall decide upon the given distance all in one place, and not to take a drill here and a drill there. I am confident in my own mind, that in this matter, strict justice (in many cases uncalled-for liberality) is displayed by the great majority of farmers.

Carting of coals.

(*d.*) In olden times before the existence of the North British Railway, it was usual for farmers to send their carts to the coal pits about Tranent and Gladsmuir. The labourers in that way got fuel at a low price, and comparatively free from "dross" or dust. Now farmers prefer to haul from the nearest railway station. On some farms it is the custom to make up to the men the advantage which they would lose were they to pay station prices as against pit price. In the Drem district, on some of the farms about East Linton, and in individual instances in other parts of the district, the master, if he cannot send to the pit, pays the difference between the price per ton at the pit-head, and the price at the nearest railway station, and drives them free of charge. This in the case of Fentonbarns, West Fenton, and the neighbouring farms comes to 6*s.* per ton, and as a farm cottage burns on an average 6½ tons in the year, the arrangement is worth 1*l.* 17*s.* 6*d.* a year. Sometimes when there is no great stress of work at home, the coals for Fenton labourers are hauled from the pits, and Messrs. Handyside and Ford count the cost of so doing at 6*s.* per ton (nine miles at 8*d.* per mile). The road is easy, and each cart can bring a full ton.

In Mr. Bayley's case the "orraman's" coals come to a larger sum. He is allowed the carriage on 6½ tons from pit to Dunbar station. Last year this was 5*s.* per ton. The cost of hauling from station to Halls has still to be added. The road in many parts is very steep, and the cost per ton is put low at 6*s.* per ton. There can be little doubt that if the orraman at Halls had to buy his coals at current price and pay for haulage, he would be in a much worse position than he is with the charge of 11*s.* per ton for difference between railway station and pit-head price plus haulage against him.

In the tables at Appendix C. I. giving particulars of wages and allowances, cartage of coals has been charged in every case according to the distance the coals are carted, and the kind of roads the carts have to come along. The charge per ton per mile varies from 8*d.* to 10*d.*, and is believed to be considerably below the rates usually charged by men who haul on hire.

There are a few farmers who give free fuel to their men, but I did not meet any case where the benefit was bestowed on every labourer, or where the full quantity required for the cottage was given.

The perquisites to an ordinary Lothian hind may be now summed up. Free house and garden. Manure for the garden, or straw for his pig. Coals carted free, and in some cases brought down to pit mouth price. Potatoes, either in quantity or so many yards of a drill.

Exceptional perquisites.

66. No reference has been made nor value attached to such things as liberty to gather branches or old sticks for firewood. Sufficient to state that whenever any old palings are pulled down, or high hedges cut short, or stack bosses rejected, the labourers get the use of the firing, and for their convenience, it is carted to their doors or back yards. Nor to the allowance given to men away on duty for a whole day, and in charge of horses. In the Lothians, railway stations are seldom far distant, and it does not often happen that a hind dines out of his own house.

Estimated annual earnings. A hind's wage to the west of Edinburgh.

67. To the West of Edinburgh the fashion of paying so much in oatmeal has not yet died out. In the Gogar, Ratho, and Kirknewton districts some of the hinds still adhere to the 6½ bolls, or 65 sts. of oatmeal. A hind's wages and earnings were thus described to me by the labourers on Lord Morton's Dalmahoy and Hatton estate:—

	£	s.	d.
Money, from 36*l.* to 40*l.*, average	38	0	0
Free house and garden	4	0	0
Manure for garden	0	5	0
65 sts. oatmeal at 1*s.* 9*d.*	5	13	9
12 cwts. potatoes at 3*s.*	1	16	0
6 tons coals driven at 2*s.* 6*d.*	0	15	0
Harvest	1	0	0
	51	9	9

Dalkeith district.

68. In the Dalkeith district the standard wage (*see* Mr. Dobbie's evidence, Appendix C. I. No. 5.) is:—

	£	s.	d.
Cash, 16*s.* per week	41	12	0
Free house and garden, (very superior)	5	10	0
Manure for garden	0	6	0
12 cwts. potatoes at 3*s.*	1	16	0
Cartage of coals	0	18	0
Harvest 1*l.*, and food for 12 days at 2*d.*	1	2	0
	51	4	0

Between Dalkeith and Salton.

69. At Dodridge, to the east of Dalkeith, and about midway between Dalkeith and Salton, the hind's wage is returned* as:—

	£	s.	d.
Cash 16*s.* per week	41	12	0
Free house and garden (good)	5	0	0
Manure for garden	0	6	0
16 cwts. potatoes at 3*s.*	2	8	0
Coals carted	0	10	6
Harvest	1	5	0
Standard wage	51	1	7

East Lothian.

70.	£	s.	d.		£	s.	d.	
In the Drem district	49	0	0	to	51	10	0	a year.
,, East Linton district	50	9	0	,,	51	1	6	,,
,, Dunbar district	50	7	6	,,	53	8	3	,,
,, Pinkerton district	50	16	0	,,	50	18	3	,,
On high lying farms	49	16	4	,,	56	15	6	,,
In Pencaitland district	46	3	3	,,	47	18	9	,,

Proportions of money to total earnings.

71. Where oatmeal forms part of the earnings, from 72 to 75 per cent. of the total is money. Where no oatmeal is given, from 76 to 82 per cent. is money. In Fifeshire where payments in kind are still in use, money forms only about 60 per cent. of the total.

Additions to hind's wages.

72. Those hinds who can build stacks or sow corn or manure broadcast, get besides the standard wage, a special remuneration.

For stacking 1*l.* or a bag of wheat.

For sowing artificial manure, 10*s.*

Extra wage to head ploughman.

73. On farms employing four pairs of horses and upwards, the foreman or head ploughman's wage is greater by 1*s.* per week than that of the man under him.

He frequently comes in for the stacker's benefit as well.

In some cases instead of a weekly increase, a lump sum is given. The sum varies from the value of a bag of wheat to 2*l.*

Customs differ a good deal with regard to head ploughman's wages. In some cases they exceed those of the ordinary hind by as much as 6*l.* in others by as little as 1*l.* While on some farms there is no difference made between him and his fellows, unless he is a builder of stacks. Some of the head ploughmen have cows. Indeet 70 per cent. of the servants' cows owned by ploughmen, belong to foremen.

In place of 2*l.* extra wage, the head ploughman at Halls gets 20 stones of oatmeal worth 2*s.* per stone.

Taking the two counties I should value the income of the head hind or ploughman steward, as he is often called, at 2*l.* to 3*l.* above the hinds.

Young unmarried ploughmen.

74. Young ploughmen who reside with their parents are only worse off than their fathers, in that they are not the recognised occupants of a free house. The value of the house, garden, manure, cartage of coals is

* App. C. I., No. 1.

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put against the father, although the son shares in the benefit.

Young ploughmen get potatoes, but not usually in the drill. On Wittinghame estate junior ploughmen are paid 16*s.* per week and no potatoes. Elsewhere 15*s.* a week, with 12 cwts. potatoes, worth 36*s.*

Mr. Torrance of Kippilaw, supplies the following figures with reference to a young man, now in charge of a pair of his horses.

A. 1890 to 1891 driving the odd horse, 9*s.* per week.
B. 1891 to 1892 junior ploughman, 12*s.* per week; harvest 1*l.*
C. 1892 to 1893 ploughman, 15*s.* per week, 12 cwts. potatoes. Harvest, 1*l.*

The average earnings of a young ploughman are:—

	£	s.	d.
Cash, 15*s.* per week . - -	39	0	0
12 cwts. potatoes at 3*s.* - -	1	16	0
Harvest - - - -	1	0	0
	41	16	3

Strong boys.

75. Striplings able to drive the odd horse or do carting, get from 10*s.* to 13*s.* per week, with 1*l.* for harvest. An average wage for a boy or young man of 16 or 17 will be:—

	£	s.	d.
52 weeks at 13*s.* - - -	33	16	0
Harvest - - - -	1	0	0
	34	16	0

A strong boy, aged 16, at the Knowes gets:—

Per week - - 12*s.*
For harvest - - 18*s.* } 32*l.* 2*s.* 0*d.* a year.

Small boys.

76. Small boys from 6*s.* to 8*s.* per week, 15*l.* 12*s.* 0*d.* to 20*l.* 16*s.* 0*d.*

Orramen.

77. Labourers' or orramen's wages and perquisites run very much the same in all respects as ordinary hinds. When an orraman does not occupy a farm cottage he gets 2*s.* to 3*s.* a week more. Mr. Wilson's orraman at Chapelhill, for instance, lives in a village close by, and his wage is:—

	£	s.	d.
48 weeks at 18*s.* - - -	43	4	0
4 „ 25*s.* harvest - -	5	0	0
	48	4	0

but, when, as is generally the case, he is constantly employed, and has a cottage, his wage and perquisites correspond with those of the hinds on the same farm.

Many of the orramen stack and sow, and then they get the bag of wheat, or 1*l.* additional.

A resident orraman at Adniston gets (App. C. I. No. 4.):—

	£	s.	d.
16*s.* per week (1*s.* over hinds) -	41	12	0
Harvest allowance - - -	1	0	0
Free house and garden - -	4	0	0
Manure for garden - - -	0	6	0
Coals carted (short drive) - -	0	6	3
	47	4	3

This is 1*l.* 1*s.* more than the hinds on the same farm. Mr. Bayley's orraman at Halls gets 16*s.* per week, and hind's perquisites, but he also benefits by a special bargain about his coals to the extent of 7*s.* This man's wage is 3*l.* 3*s.* 3*d.* over the hinds on the same farm (App. C. I. No. 3).

There are exceptional cases; for instance, when a man is turning aged his wage will not, including everything exceed 47*l.*; or, a particularly handy man in the prime of life, and able to do anything about a farm, rather than lose whom, a master may give some little extras; but, speaking generally, the wages of this class of farm servant run from 50*l.* to 53*l.*

Cattlemen.

78. A good many of the cattlemen in the Lothians are past their prime. On large farms where a large head of cattle are fed, a cattleman's wage and perquisites run from 53*l.* to 57*l.* On middle-sized farms from 49*l.* to 53*l.* Men not specially experienced from 45*l.* to 49*l.* Oldish men 40*l.* to 44*l.* 10*s.* Old men 34*l.* to 36*l.* Cattlemen are mostly resident, and their sons and daughters work on the farm. Their weekly wages vary from 11*s.* to 16*s.* Some masters give extra pay for Sunday work, from 2*l.* to 4*l.* were mentioned as the extremes of Sunday pay, and both sums applied to exceptionally large holdings.

Engine-drivers, steam ploughmen, blacksmiths.

79. Engine-drivers and men accustomed to steer a steam plough, have most of the perquisites of a resident hind, with from 2*s.* to 3*s.* a week more wages. Wages and perquisites amount to 53*l.* 10*s.* 0*d.* to 55*l.* 13*s.* 0*d.*

	£	s.	d.
Blacksmith at Fentonbarns, 28*s.* per week - - - -	72	16	0
Blacksmith at West Fenton, 17*s.* per week - 44*l.* 4*s.* 0*d.* And a ploughman's perquisites - - 9*l.* 18*s.* 0*d.*	54	2	0

Farm stewards.

80. Steward's wages depend very much upon the size of the farm, and the amount of superintendence exercised by the employer. What might be called an ordinary stewards' wage is from 54*l.* to 65*l.*, perquisites included. For instance:—

The Steward at Bearford.

	£	s.	d.
Cash - - - - -	33	0	0
In lieu of 12 bushels barley and 4 bushels beans - - -	4	0	0
Free house house and garden -	5	0	0
Manure for garden - - -	0	6	0
Potatoes—			
500 yards - - - -	1	10	0
10 cwts. at 3*s.* - - -	1	10	0
Coals carted from the pit, 6 tons at 6*s.*	1	16	0
Harvest - - - -	1	0	0
65 stones oatmeal - - -	6	10	0
	54	12	0

At Meikle Pinkerton.

	£	s.	d.
18*s.* per week - - - -	46	16	0
Free house and garden - -	5	10	0
Manure for garden - - -	0	6	0
Potatoes, ½ ton - - -	2	0	0
Coals carted - - - -	0	6	3
Harvest - - - -	1	4	0
Keep of a cow - - -	9	0	0
	65	2	3

On large farms where the masters are much from home and unable to constantly superintend, a steward gets from 70*l.* to 80*l.* a year. Two specimens are:—

The Steward at Skateraw.

	£	s.	d.
1*l.* per week - - - -	52	0	0
Free house and garden - -	5	10	0
Manure for garden - - -	0	6	0
Cartage of coals - - -	0	12	6
Harvest - - - -	1	5	0
Full milk of cow owned and fed by Mr. Nelson - - -	15	0	0
	74	13	6

At Chapelhill.

	£	s.	d.
18*s.* per week - - - -	46	16	0
Free house and garden - -	5	0	0
Straw for pigsty - - -	0	6	0
Potatoes, 1,800 yards at 8*s.* - -	7	4	0
Cartage of coals - - -	0	9	4
Harvest - - - -	1	5	0
Cow's keep - - - -	9	0	0
6 bushels of wheat - - -	1	6	0
	71	6	4

Shepherds.

81. On purely arable farms, shepherds in charge of flying stock, *i.e.*, sheep bought in for short periods, earn from 3*l.* 10*s.* 0*d.* to 4*l.* 12*s.* 0*d.* per month, equal to 17*s.* 6*d.* to 23*s.* per week. Experienced resident men, from

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17*s.* 6*d.* to 20*s.* per week, with the ordinary perquisites of a hind. For example:—

The herd at Knowes.

	£	*s.*	*d.*
18*s.* 6*d.* per week	48	2	0
Free house and garden	4	0	0
Manure for garden	0	6	0
Difference between railway station and pit, price on 6¼ tons coal at 4*s.*	1	5	0
Cartage on coals	0	12	6
Harvest food	0	18	0
Permission to clip 4 days away at 4*s.*	0	16	0
	55	19	6

*The herd at Fentonbarns.**

	£	*s.*	*d.*
1*l.* per week	52	0	0
Hind's perquisites	8	12	0
	60	12	0

The herd at East Barnes.

	£	*s.*	*d.*
1*l.* per week	52	0	0
Perquisites	11	16	3
	63	16	3

On the high-lying farms shepherds have "pack flocks" instead of money. The annual value of pack flocks, taken from an average of 1890, 1891, and 1892, was found to be at the rate of 50*s.* per ewe, for half bred ewes crossed with a Border Leicester ram, and 27*s.* 8*d.* per ewe for Cheviots crossed similarly.

The value of Mr. Wilson's herd's pack is 43*l.* 17*s.* 8*d.* a year.†

The value of Mr. Bayley's herd's half-bred pack is 37*l.* 10*s.* a year.

The value of Mr. Bayley's herd's Cheviot pack is 41*l.* 10*s.* a year.

These herds' wages are altogether on the gains system. They get in addition to the pack flock:—

1. Oatmeal, from 65 to 100 stones.
2. Barley, from 18 to 21 bushels.
3. Coals, both free and carted.
4. A cow, kept summer and winter.
5. Free house and garden (large).
6. And either all the manure from the cow or two loads.
7. Also straw for their pig.

Full details of three shepherds' wages are given in the Tables of Particulars, Wages, and Earnings, Appendix C. I., No. 3 (Bayley and Wilson). From them, a herd on a sheep and arable farm will be seen to be getting from 70*l.* 10*s.* 11*d.* to 75*l.* 19*s.* 6*d.*, and were prices of stock and wool to rise to the average of 1880 to 1890, a very substantial increase to their incomes would ensue.

Women cottars.

82. Some women, either widows with daughters or single with workers, are found in a free house and garden, and in addition to weekly wages they get some potatoes and their coals carted.

The byre woman at Halls.

	£	*s.*	*d.*
A free house and garden	4	10	0
One load of manure (small)	0	2	0
8 cwts. potatoes at 2*s.* 6*d.*	1	0	0
Coals, carted, 4 tons at 6*s.*	1	4	0
Extra harvest allowance	1	0	0
24 weeks at 9*s.* (summer)	10	16	0
26 weeks at 10*s.* (winter)	13	0	0
2 weeks at 13*s.* (harvest)	1	6	0
	32	18	0

* This man is in charge of pure-bred sheep.
† In making these calculations a liberal deduction was made for risk.

The cattle woman at Chapelhill.

	£	*s.*	*d.*
600 yards potatoes	2	8	0
26 weeks at 10*s.* 6*d.*	13	13	0
26 ,, 9*s.*	11	14	0
Harvest	1	10	0
No house.			
	28	5	0

In the East Linton district "women who supply workers and occupy a cottage" get:—

	£	*s.*	*d.*
Free house and garden	4	0	0
Coals, same terms as hind's, about 4 tons at 6*s.*	1	4	0
Wages, 46 weeks at 9*s.*	20	14	0
Harvest and potato lifting, extra wage, 6 weeks at 12*s.*	3	12	0
Harvest food	0	13	6
	30	3	6

The total wages and value of perquisites to women cottars or women in charge of cattle during winter run from 28*l.* 5*s.* to 32*l.* 18*s.*

Ordinary women workers.

83. Ordinary women workers are paid by the week. The usual wage being 9*s.* per week with extras at harvest and potato lifting. On some farms 8*s.* per week, 8 cwts. of potatoes and extras for harvest and potato lifting is customary. Near some towns women labour is not scarce and wages are easier.

Mr. Torrance's Dalkeith girls earn:—

	£	*s.*	*d.*
46 weeks at 8*s.*	18	8	0
Harvest, 4 weeks at 12*s.*	2	8	0
Potato lifting, 2 weeks at 10*s.*	1	0	0
	21	16	0

Whereas at Fordel (further from the same town) Mr. Harper pays:—

	£	*s.*	*d.*
39 weeks at 9*s.*	17	11	0
13 weeks at 8*s.*	5	4	0
Harvest	1	0	0
8 cwts. potatoes at 3*s.*	1	4	0
	24	19	0

NOTE.—Women workers are very scarce here.

In Dunbar neigbourhood weekly wages vary from 8*s.* to 9*s.* with harvest and potato extras.

Take the district all over, and a worker's total annual earnings may be put from 21*s.* 10*s.* to 25*l.* 17*s.* 6*d.*

Young girls.

84. Young girls are paid from 9*d.* to 1*s.* 4*d.* per day, according to their powers of working.

A girl who lives with Mr. Bayley's cattle woman gets:—

	£	*s.*	*d.*
50 weeks at 6*s.*	15	0	0
2 weeks harvest	1	6	0
Harvest allowance	1	0	0
	17	6	0

and a boy, aged 14, who works with the women gets:—

	£	*s.*	*d.*
7*s.* per week	18	4	0
Harvest	1	0	0
	19	4	0

Casual labourers.

85. Labourers taken on for a day or for a few days are paid at the rate of 16*s.* to 20*s.* per week. In winter, wages are 2*s.* to 2*s.* 6*d.* per week lower than in summer. Women under similar conditions get 10*s.* to 14*s.* per week in summer, 9*s.* in winter.

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The following table shows the range of wages and earnings throughout the two counties.

86. TABLE showing range of WAGES and EARNINGS:—

—	Annual Wage and Earnings.	Per Week.	Explanatory Remarks.
Farm stewards	54*l.* 12*s.* to 80*l.* 16*s.* 3*d.*	21*s.* 1*d.* to 31*s.* 1*d.*	—
Resident ploughmen.	46*l.* 3*s.* 3*d.* to 56*l.* 18*s.* 6*d.*	17*s.* 9*d.* to 21*s.* 10*d.*	Extras for stacking and sowing are included.
Junior ploughmen.	39*l.* to 42*l.* 12*s.*	15*s.* to 16*s.* 5*d.*	From 17 to 24 years of age.
Strong boys, able to drive a horse.	32*l.* to 35*l.*	12*s.* 4*d.* to 13*s.* 5½*d.*	From 15 to 18 years of age.
Young boys	15*l.* to 25*l.*	5*s.* 9½*d.* to 9*s.* 7½*d.*	From 13 to 16 years of age.
Orramen	Same as ploughman.	17*s.* 9*d.* to 21*s.* 10*d.*	These are the ordinary farm labourers.
Cattlemen	34*l.* to 57*l.* 8*s.* 3*d.*	13*s.* 1*d.* to 22*s.* 1*d.*	—
Shepherds, regular.	56*l.* to 76*l.*	21*s.* 6*d.* to 29*s.* 3*d.*	In charge of breeding flocks.
Shepherds, temporary.	—	17*s.* 6*d.* to 23*s.*	Hired by the half year, as a rule.
Enginedriversand blacksmiths.	53*l.* 10*s.* to 72*l.* 16*s.*	20*s.* 7*d.* to 28*s.*	—
Women cotters	30*l.* to 33*l.*	11*s.* 6½*d.* to 12*s.* 8*d.*	Generally two or three in one house.
Women in charge of cattle.	28*l.* 5*s.* to 32*l.* 18*s.*	10*s.* 10*d.* to 12*s.* 8*d.*	Frequently cotters.
Women workers, regular.	21*l.* 10*s.* to 25*l.* 17*s.* 6*d.*	8*s.* 3½*d.* to 9*s.* 11½*d.*	No allowance made for lost time.
Young girls	15*l.* to 20*l.*	5*s.* 9½*d.* to 7*s.* 8½*d.*	From 14 to 16 years of age.
Casual labourers, males.	—	16*s.* to 20*s.*	—
Casual labourers, females.	—	9*s.* to 14*s.*	Frequently paid by the day.

Lost time.

87. There is no lost time to male labourers or farm servants engaged by the year in the Lothians. Their pay goes on without interruption, holiday or no holiday, sick or well. Several cases were quoted to me when men had been off work through sickness, for periods extending from four to eight weeks, and still their wages were paid up regularly every fortnight or month, according to the custom of the farm. In one case a hind was confined to the house for three months without being deprived of any of his wages.

Women workers, on the contrary, are paid by the number of days they are actually employed.

It was computed that each man would, taking the average of sickness over the district, be three or four days off work in the year, and that the women would be at home for a week on account of storms and bodily ailments.

Holidays, no deduction of pay.

88. The holidays usually given number four or five in the year. These are hiring markets or race days, and although the employers do no appear to be in any way obliged to make such concessions, it is the custom of the country, and observed by all. Men are paid the same for holidays as ordinary working days; not so women.

Nor does the flitting day, although spent entirely on their own business, bring about any deduction of wage. The farmer to whom a servant is going, pays all cost of moving, and the wages of the flitter as well.

Periods of payment.

89. The periods of payment are weekly, fortnightly, or monthly. Fortnightly seems to be best liked. To the west of Edinburgh, where wages are not by the week, but by the year, fortnightly instalments of 1*l.* with yearly or half-yearly settlements are customary.

Overtime.

90. On some few farms overtime work is paid for at the rate of 4*d.* per hour. But overtime in the Lothians is as a rule, conducted on a give-and-take principle. There are many days in the year when the people get home before full hours have been exhausted, and the feeling is, that the master is duly entitled to extra work at busy seasons, in consideration thereof, and also as a return for the gratuitous holidays given at one time and another.

Earnings of family.

91. A few examples of family earnings will be of use to show the possibilites in the field of agricultural labour.

B.—II. EDINBURGH AND HADDINGTON.

Ploughman steward.

A family in the employment of Mr. Cunningham, at Adniston, near Tranent, draws annually:

	£	s.	d.
Father, ploughman-steward	52	11	3
Son, a strongish boy	35	0	0
Son, a young boy	28	0	0
Two daughters	48	0	0
All live in one house.	163	11	3

A family at Winterfield Mains, Dunbar:

	£	s.	d.
Father, a ploughman	53	8	3
*Two daughters	54	4	0
	107	12	3

A family in the employment of Mr. Wilson, of Chapelhill and Stotencleuch, occupy two houses, and draw close on 300*l.* a year.

A woman cotter with two daughters in constant employment, will draw about 80*l.* a year.

Absence of the farm-kitchen system.

92. I met with no instance of farmers boarding or lodging farm labourers. Indeed so far back as I can trace the Lothian customs, the farm-kitchen system does not appear to have ever existed, unless on farms below 150 acres in size, and these are few and far between.

A model garden bothy.

93. Neither have we the bothy question to discuss, for, as has been previously stated, there are no permanent bothies on Lothian farms. It was, however, my privilege while investigating matters in the neighbourhood of Haddington town, to be shown through what I think might be called, a model bothy at Saltoun Hall. It was situated in the gardens, and occupied by four unmarried men, whose work lay in or about the gardens, vineries, and policies. I cannot but think that a brief description of this bothy will be of use and value, as conclusively proving that young men may, under proper conditions, live in comfort and respectability, even although their lot be cast in circumstances, which in too many cases produce intense discomfort, and a lowering of social life, that all must deplore. Along with this report I have forwarded to you, complete plans of Saltoun Garden bothy, with detailed estimates for the erection and furnishing of same. For these and other plans and estimates of labourers' cottages erected within the last two years on the Saltoun estate, I am indebted to Mr. Muat, of Haddington, architect, and I may say that the absolute cost of building labourers' cottages corresponds so closely with Mr. Muat's estimates, that I have the greater confidence in commending his drawings to you.

In the garden bothy at Saltoun, we have everything necessary for health and comfort. In the sleeping room (23 × 12½ × 9 inside measurements), there are four good beds, two chests of drawers, a table, and a fireplace. The cooking is done in the kitchen, and the utensils, &c., are kept in the scullery. The men make their own beds, and the house is swept out regularly every day. A female attendant washes the floors once a week. The grates and fireplaces are regularly blackened and polished.

The men do their own cooking, but Mr. Fletcher of Saltoun pays everything in connexion with the maintenance and attendance. Mrs. Smail, as charwoman gets 2*s.* per week. My visit was a surprise to the occupants, and I simply saw the bothy under its usual conditions. At 3 p.m. every bed was nicely made, the furniture carefully dusted, and one of the men was arranging a lot of books and magazines when I was ushered in. The cost of erecting a bothy such as this Mr. Muat estimates at:

	£	s.	d.
Erection	118	7	0
Furnishing	31	19	0
	150	6	0
Annual rental at 5 per cent.	7	10	0
,, ,, per man	1	17	6

I see no reason why a bothy for agricultural labourers pure and simple, should be in any way inferior to one made for and occupied by gardeners. No doubt the

* Suburban farm 10*s.* per week, with extras.

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young men in a farm bothy, such as one sees in Fife, attach very little importance to cleanliness and order, but this is largely owing to the fact that no supervision is exercised. Let proper places be built, strict rules laid down, and a recognised foreman appointed, whose duty it will be to see order and cleanliness carried out, and there is no reason why bothies should be the disgrace they are.

IV. Cottage Accommodation.

Labourers' cottages long ago.

94. Mr. Anderson, of Pinkerton, referring to the cottages on his farm in 1858, says:

"The houses long ago were merely four walls, with tiled roofs. The hinds brought their own grates, lofting and sometimes windows. The one room was subdivided by the box-beds, a pantry being formed behind the beds. There was also a rude pigsty for each house."

His evidence then goes on to state:—

"The cottages erected within the last 20 years are very fine. Four rooms in each, with fireplaces in every room. Slated roofs. Good drainage. Built of stone and lime. Walls lathe and plaster. Pantries and coal cellars. Privies, pigsty, and ashpit. All roofs spouted and supplied with water barrels. Gravitation water within 50 yards."

The structures inhabited by the farm labourers up till about 1855 were nothing more nor less than sheds. Their average size was 24 × 16. The ceiling, where ceiling there was, seldom exceeded 6½ feet in height. The windows did not open, the common size being 20″ × 16″. Into this space families numbering up to 10 persons crowded.

Moreover, the case was frequently, generally I might say, aggravated by each hind having to provide a woman worker or bondager, and as she did not often belong to his own family, but lodged in the house, it is not easy to conceive how common decency could be preserved.

The change that has taken place.

95. These days have passed away, and now we find the agricultural labourer of the Lothians more comfortably housed than most persons occupying a corresponding position in other branches of employment.

Sommerville, in his survey of East Lothian, published in 1802, gives the dimensions of a labourer's cottage as "20 × 17, walls 7 feet high, and the area undivided." The dimensions of cottages erected within the last 20 years are about 37 × 17, inside measurements, the walls eight feet to eaves for single-storeyed houses, and the area divided into a kitchen, larder, scullery, entrance passage, and two bedrooms.

Dr. Macdonald, Sanitary and Medical Officer for the eastern division of Haddington, states that there is possibly one single-roomed cottage in 200 left, but he does not know of any single-roomed cottage at present occupied by a farm servant.

The reformation between 1855 and 1870.

96. Between the years 1855 and 1870 a great reformation appears to have been effected in the cottages of the Lothians. The old structures were pulled down, and entirely new ones took their place. In the early days of cottage improvement, the number of rooms was, as a rule, confined to two, a kitchen with box-beds and a good sized bedroom; between the two, and just opposite to the entry door, was an apartment generally used as a "hold-all," a store, larder, and lumber-room in one. Sculleries were not then thought necessary. Viewed in the light of present opinion, the cottages built 30 to 35 years ago were faulty in several ways. The ceilings were too low, the bedrooms not sufficient in number for grown-up families, the absence of a scullery a decided drawback, and the tile roofing liable to leak and get out of order. Although, no doubt, these objections are justifiable, nevertheless, the cottages built between 1855 and 1860 were comfortable and well suited to the tastes and circumstances of the labourers at the time. I am of opinion that, except on a few wealthy estates, where much building has been done in recent years, the majority of the labourers' cottages date back to "the Reformation." They have in many cases been altered and added to, not so much because of complaints lodged by the occupants or tenants of the farms, but spontaneously by the proprietors.

Very large sums of money must have been spent by the owners of land in the Lothians in the building and repairing of cottages. If we take the estate referred to at Appendix BI. it will be seen that since 1853 110 new cottages have been built and 33 repaired. A closer scrutiny will show that there is not a single farm on the estate where new houses have not been built. Indeed, it is plain that this proprietor has spent many years in going over his property, replacing every old-fashioned cottage with one of superior style.

The farm cottages of the Lothians, take them all over, are not, in my opinion, so good as those of Berwick or Roxburgh. That, I believe, is owing to the fact that in the Lothians more was done in the 20 years between 1850 and 1870, and less between 1870 and 1890, than on the borders. In making this comparison I do not cast any reflection upon Lothian proprietors, nor even suggest that the labourer of this district is less comfortable than his more southerly neighbour. There is more architectural beauty about Roxburgh cottages owing to their being modern, but it does not necessarily follow that there is more internal comfort. The recently built cottages on such estates as Whittinghame, Broxmouth, Biel, and Saltoun are similar in nearly every respect to what are seen at Teviotdale, that is to say, they are pretty to the eye as well as large and convenient.

Cottages of recent erection.

97. The remodelling of cottages, as it has been carried out of recent years, has resulted in the conversion of many an old and bad dwelling into a house thoroughly up to date, and replete with all the comforts required for a labourer's home.

Mr. Muat has kindly furnished complete plans and estimates of the cottages remodelled and rebuilt on the the Saltoun estate, and these I have the honour to lodge with you for the information of his Grace the Chairman of the Royal Commission on Labour. Having inspected these houses, both in course of erection and in the occupation of their labourers and their families, I can bear testimony to the excellence of design and work. Your attention is specially directed to the somewhat unusual but commendable plan of having a washing house common to a row of cottages. (*See* plan No. 1 of Saltcun Home Farm Cottages.) It is also interesting to observe that the absolute cost of erection is given in the statement attached to the plans; and at my request Mr. Muat added his estimate, "taking the whole work as new and including "cartage."

My reason for laying these plans before you is that I think they go a long way to prove that excellent cottages may be built at considerably less cost than many proprietors are possibly aware of.

The difficulty of determining the accommodation required.

98. There is a difficulty in the path of the landlord who has to provide new cottages for a farm, of which I saw many instances in the Lothians.

A row of cottages, all of one size, and with the same amount of accommodation, will be found on every farm, but, unfortunately, the families to be housed are not uniform in number; consequently we find one cottage crowded, the next house unnecessarily commodious, and the next house just right.

It would be well if houses could be built to suit families, for all that the hind wants is sufficient accommodation for the number of persons of his household. But how might this be accomplished, or can it be accomplished at all? My own opinion is that it cannot.

At West Fenton the cottages are very fine, quite large enough to accommodate a family of eight. Cottage 1 is occupied by a married couple with no children. They sleep in the kitchen. The upstairs rooms (the cottages are two storeyed) are empty and unfurnished. The house is undoubtedly too large for the man's requirements.

Cottage 2 is occupied by a married couple with a numerous family. The children are young, and the mother must have them within hearing at night. One bedroom and the kitchen are used at night. The third room is used as a lumber-room. The house is unnecessarily large *at present*, in a few years it will be exactly right, but where will its present occupants be two years hence? Cottage 3 is fully utilised by a double hinding and a grown-up daughter.

The rational course to pursue would be, one naturally says, to have cottages of various sizes on every farm, but the farmer would require to select his labourers according to the capacity of the vacant cottages, and that I believe to be impossible. In the present unsettled state of the farm labourer, no proprietor can hit off a scale of sizes for cottages, or tenant anticipate the number of persons by whom the next comer may be accompanied. If hinds would allow themselves to be changed from house to house, in order to facilitate the employer in his designs, a point would be gained, but any such suggestion on the part of the master,

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would lead to trouble, and would not be complied with.

The only plan of fixing the size of cottages is, I think, the one adopted by Lothian landowners, viz., to build houses large enough to accommodate a numerous family, and if there are at times empty rooms, it cannot be helped.

Distance from work.

99. The cottages are all near the steadings and conveniently placed for the labourers. I should say from one to five minutes walk would fairly represent the distance the hinds have to walk to stables. Rows numbering from three to six cottages are common. Cottages constructed of late years are often in pairs, and semi-detached. There are yards at the rear, the pigsty, coal store, and privy being from 5 to 20 yards distant.

The steward's house frequently is close to the yard, in order that he may be at hand in the event of anything going wrong with the stock during the night.

State of repair.

100. The cottages are in good repair, both outside and inside. Those with tile roofs are regularly examined and pointed up with cement or mortar, whenever such is seen to be wanted. From specifications which I had the opportunity of examining, I make the following notes as applying to labourers' cottages erected in the Lothians within the last 20 years.

Construction.

101. *Mason Work.*—The whole area of building, with a space 18 inches wide beyond wall faces to be excavated to that depth to secure a firm and solid bearing for walls. The 18-inch space will be afterwards filled up with dry-stone. A drain will be formed 4 feet from the face of walls all round. These will be 1 foot below foundations, made with large drain tiles, and covered with loose stones to within 12 inches of the surface. The foundations will be laid with large flatbedded stones. The walls will be of the best rubble work, with headers (stones with their greatest length placed transversely to the wall) in every foot of height and 5 feet apart. The beds and joints well squared, and the whole exterior face of walls square hammer dressed. The joints pointed and drawn in. The chimney stalks will be executed with hammer dressed stones, squared on the beds, &c.

Carpenter Work.—The scantling for door posts, window-cases, &c. are distinctly specified, and the class of timber stated. Baltic pine for joints, roofing lintels, doors, and windows; other fittings of American yellow pine.

Plumber, Plasterer and Slater Work are all minutely described, and every precaution taken to secure the best work and materials.

Separate estimates are taken for each department of work, and the proprietor does not bind himself to accept the lowest or any offer unless in other respects satisfactory.

The building material is almost always stone, and of late, slated roofs have taken the place of tiles.

The roofs are spouted, and receptacles for rain-water are generally to be found. It is becoming the custom to put up large iron tanks for the rain-water supply. The roofs of some of the older cottages require spouting, and I saw several instances where I should expect dampness in walls and floors from the absence of proper drains round the houses; but tenants have only to mention their wishes in these matters to secure attention to them.

The cottages have either two or three apartments. At one end there is the kitchen, at the other end the bedroom or bedrooms. The scullery, where there is one, generally faces the back door. In double storeyed cottages the upper storey is occupied with bedrooms, two in number, the ground floor being taken up by the kitchen, back kitchen or scullery, and pantry. The floors are either flagged, bricked, tiled, concreted, or boarded. The bedrooms are almost always made with boarded floors. The walls are lathed, plastered, and papered.

I saw no farm cottages thatch-roofed in the occupation of agricultural labourers.

Perhaps the worst cottages I saw in the Lothians were on Mr. Cunningham's farm close to Tranent. Four of them stood in need of considerable repair, particularly as regards the roofs. The farm steading, on the same farm, was in something akin to dilapidation. Complaints were also made by Mr. Elder, of Bearford, about the condition of some of his cottages. He had experienced considerable difficulty in getting people to live in four of his cottages, and suffered so much from hinds leaving the farm because of the discomforts arising from inferior dwellings, that he was obliged to look for double hinds, whom he located in the new houses recently put up at Bearford.

Ventilation.

102. Ventilation is afforded by the windows, all of which open, by the doors and by the chimney. The labourers' wives are particular in airing their bedrooms, and keeping up a current of fresh air between the door and the chimney during the day time.

Water supply.

103. A good supply of water is brought close to, and generally into every farm steading in the Lothians, and full consideration has been paid to the requirements of cottages. In the majority of cases there is a pipe or tap within a few yards; the outside distance from which water has to be carried will be 100 yards.

As to the quality of the water, Dr. Macdonald says:—"It is generally good. Sometimes when got from burns it is suspicious." In further explanation Dr. Macdonald stated that the burns being largely fed by drains, the water was liable to be tainted with the soluble alkaline salts which were washed out of the highly manured arable land.

In Scotland there is really not the difficulty in obtaining good water that is experienced in many parts of England. The system of drawing water from wells, indeed, the need to sink deep wells at all does not often exist. Water is found on the hill sides and brought down in pipes to wherever it is wanted. A "draw well" is seldom seen, and in the few cases where pipes are not "laid on," the wells are supplied with pumps.

Outhouses.

104. Among the older type of cottages, privies are not so plenty as they should be. No complaints were made to me by labourers on the subject, and farmers have not agitated for them because they say the men do not use them. Although the men may not attach any value to the presence of a privy, I think in the interest of the female members of a family, there should be one for every house.

The supply of labourers' cottages is quite sufficient for the demand. If prices of corn were to rise to such figures as would induce farmers to cultivate a larger area, a scarcity might be felt on some farms, but as things are I would say there was at present a slight over-supply.

Ownership and tenure.

105. The labourers' cottages on a Lothian farm are the property of the landlord, and are let along with the land. The rent paid for the holding includes the annual value of cottages to the farm. The labourers occupy them free of all charge for the time they continue in the employment of the lessees. The tenant receives the cottages in good condition, and he undertakes to keep them so during his term of lease. Rates and taxes are paid partly by the proprietor and partly by the tenant.

V. Gardens, Allotments, &c.

Gardens.

106. Every labourer's cottage has its garden attached. The size varies but 200 square yards may be taken as a fair average. Anything above this is (except near a town) more than a man cares to work, or has any use for.

As a rule, labourers' gardens are fairly cultivated, and good crops of early potatoes, cabbages, onions, carrots, and sometimes peas and beans are raised. Greens, savoys, and curly kale are much esteemed for winter use. Mutton broth, a favourite form of food among the Lothian peasantry, requires the addition of some green leaf to be true to character, and one or other variety of summer and winter cabbage is always grown for the broth pot. As each labourer has his quantity of potatoes, either in or from the master's field, it is not necessary to grow them for general use in the gardens, but a few drills of "earlies" are planted and consumed before the field lot are ready. (*See* remarks on cottage gardening, par. 144).

Some of the newer cottages are nicely ornamented with flowers in front, and creepers up the walls. At the time of my visit all foliage was awanting, but in summer many of the houses must be gay and bright with geraniums and roses. I am not too sure that the keeping of flowers and plants in a sleeping apartment is a wise proceeding, looking at it from a hygienic point of view, and I observed that the habit was pursued by the majority of the labourers' wives throughout the two counties.

Considerable attention appears to be given to cleanliness in housekeeping. Beds, tables, chests of drawers,

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and chairs are carefully kept. New papers adorn many walls, and oilcloths or carpets will be found in most bedrooms.

Allotments. No demand for them.

107. There is no demand for allotments. The Lothian labourer has his small garden and his potatoes and he wants no more. The advantages of allotments and small holdings were thoroughly discussed with at least 300 Lothian labourers at my various public meetings, yet there was not one voice in favour of either of them.

If the agricultural labourer could find capital to start and carry on as much land as would give constant employment to a pair of horses, and that would be about 50 acres, I feel sure there would be a decided feeling in favour of small holdings, but the capital is at present awanting, and it is perfectly apparent, that the Lothian hind has no thoughts of leaving his present safe position, for one where he would, in all likelihood, be worse off.

From the statements made by experienced labourers, the general opinion is that to start a small holding, a man must have at least 5*l.* per acre of his own. The possibility of getting a cash credit account at a bank, did not meet with their approval; they thoroughly appreciate and understand the difference between real capital and an overdraft at a bank.

The farm servant being in this district a regular and constant employee engaged to work for stated hours at a certain rate of remuneration, it is affirmed that there would be no time to cultivate even a small allotment.

So far as I could see, the subject of allotments has at present no attraction for the labourer here, and the idea of small holdings they are unable to entertain in the present condition of their finances.

Special interview with two persons desirous of becoming small holders.

108. I had, however, the pleasure of a private interview with a man greatly disposed towards a small holding and anxious to get one if it could be had. He was in the prime of life, acknowledged by his master to be a hard-working, steady, and intelligent man, a fit subject for a small holding, provided that he had sufficient capital.

We talked the matter over, and I found his position and views to be as follows:—

He had over 150*l.* in the bank, and that capital he considered sufficient for 60 acres of good land in a rural district, or 25 to 30 close to a town.

He would not take second class land.

He could not, with his present capital, do much with live stock, but by regular cultivation and selling the most of his hay, he thought he could get along and improve his position.

Although he was under a good master and getting a fair wage, he wanted to start on his own account.

I suggested that his capital was insufficient, and we agreed that it would be better if he had enough to take over the whole stock and crop of a 60 acre holding in October, and at an October valuation.

He proposed to farm on the four course rotation, and his estimate of an October valuation was:—

	£	s.	d.
15 acres oats at 8*l.* - - -	120	0	0
15 ,, potatoes and turnips at 10*l.* 10*s.* - - -	157	10	0
15 ,, barley at 8*l.* - -	120	0	0
15 ,, hay at 7*l.* - - -	105	0	0
1 pair of horses - - -	60	0	0
Implements - - -	20	0	0
	582	10	0
Per acre -	9	16	0

He was somewhat amazed at his own figures, but admitted that there could be no doubt he would be more likely to succeed, if able to purchase what would keep the farm going from one harvest to another, than working from hand to mouth, with 50*s.* per acre capital.

From the conversation that passed between us it was quite evident that he mistook capital for rent, and had no knowledge of the money required to pay the every-day expenses of farming during months when there is nothing coming in and much going out. His idea was "if only I had the land, I would struggle "along somehow for a year or two, and gradually "gather capital." "But," I asked, "what if you had a bad year while thus struggling?" He replied, "In a bad year it would be a bad job," and so thought I!!

A second person whom I met near Dalkeith, and who would take 50 or 60 acres if he could get them, could not see the difference between rent and working capital. He was a farm steward, and should have had some idea of the current expenses on land management. He argued that 2*l.* per acre was sufficient capital to start with. For my own part I quite think, that with a farm close to a good sized town, market gardening might be conducted to profit on a working capital of 5*l.* per acre, but I would be sorry indeed to see any one attempt the four, or worse still the six-course rotation in a rural parish of the Lothians, without at least 360*l.* ready cash for 60 acres, and in making the calculation, I am counting the labour of the farmer and his family as capital equal to 2*l.* 10*s.* per acre, over and above.

The few small holdings that I saw and heard of in the Lothians, are merely adjuncts to town trades, and as such, extremely useful and valuable. The Abbey farm close to North Berwick, once held as a 200 acre holding has recently been let in fields, but the present tenants are persons who have houses, or shops, or trades, in the town, and no parallel can be drawn between these accommodation parks, and small holdings or allotments as designed by the Acts of 1887, 1891, 1892.

Potato grounds.

For information upon potato grounds, please see paragraph 65 C., where under the subject of perquisites and payments in kind, the question is dealt with.

Cow runs.

In paragraphs 50, 51, 52, the treatment of cows, both summer and winter, has been fully described.

Pigs.

109. There are pigsties for nearly all the cottages, and each family has its one or two pigs. Some feed two or three in the year. The garden supplies green food; the field, potatoes; and meal, grain, or pollard is bought. Some sell their pigs, others keep the bacon and hams for home consumption. On one large home farm no pigs are permitted, but a substitute is given in the shape of milk valued at 30*s.* a year.

Bees.

110. Bees are not much kept. Probably one cottage in every 50 has a "skep."

Poultry are not allowed.

VI.—Benefit Societies.

Benefit societies, not much required, yet fairly popular.

111. As has already been pointed out, the farm servant of the Lothians being in regular and constant service on a yearly engagement, does not cease to draw his wage when temporarily laid aside by sickness. The advantage of benefit societies is accordingly not so keenly felt here as in localities where the labourers are unattached to any particular farms, and employed from week to week or month to month. Nevertheless, benefit societies are extensively patronised both in Haddington and Edinburghshire. At Whittinghame the labourers said:—

"Benefit societies are joined, not because of necessity, but as a matter of prudence. One-third of the men belong to societies."

This feeling of prudence is not equally distributed. In some parishes not one man in ten belongs to any society, in others two in five have enrolled. The position and popularity of the district secretary has a great deal to do with the influence gained by benefit societies. Wherever the clergyman of the district takes an interest in the wellfare of the labouring classes I have reason to believe that a stimulus has been given to such societies as the Foresters, Oddfellows, and Ancient Shepherds.

When we recollect that a hind who contributes his weekly 6*d.* or 1*s.* to a benefit society receives in times of sickness not only his 6*s.* or 12*s.* per week from his club, but his regular pay from his master, it will be seen how strong is the inducement for him to absent himself from work on the slightest pretext. I might go further, and say how strong the temptation for him to *sham illness*. To his infinite credit, be it said, that I did not hear of a single instance where a farm labourer was suspected of having done so. On the contrary, several cases were mentioned to me of club men coming to work when they should have been in bed, and persevering in the discharge of their duty till persuaded to stay at home by their masters. All over the two counties employers give spontaneous evidence with regard to the honour displayed by their men in this matter, and instead of discouraging the presence of benefit societies, they give them their hearty support and approval.

The Prudential Insurance Company has also a fair reputation in the Lothians. The presence of other societies, no doubt, curtails its operations, but I found that many who could not afford to join the Foresters

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and Ancient Shepherds had insured their children's lives in the Prudential.

A branch of the Ploughman's Union.

112. Some years ago a branch of the Ploughman's Union was started in East Lothian, and vigorous efforts were made to push its claims upon the hinds. Among its chief supporters were some few well-known farmers and one large landed proprietor. But the branch seems to have got into financial difficulties, and of late it has lost credit and dwindled away into insignificance. The objects of this, "The Scottish Ploughman's Federal Union," are "to strengthen the power of farm servants in Scotland. To obtain weekly payments and "money wages, weekly holidays, and a *suitable* number "of whole free days. To reduce the week's work to "56 hours, and to introduce payment for overtime at "the rate of 6*d*. per hour; to abolish feeing markets; "to agitate for better housing and bothy accommodation, and generally to protect farm servants from all "oppression and tyranny; to provide for the ploughman a sick benefit and funeral society, and superannuation fund for aged members."

Whatever need there may be for such a union in other counties, its presence in the Lothians is perfectly unnecessary. Farm servants are in no way exposed to "oppression or tyranny." Among the labourers themselves there is no suspicion that the employer has any mind to bully them or visit upon them any of the misfortunes under which he himself has to groan.

The position of the Lothian labourer needs no strengthening. He is a good honest man, esteemed by his master and by all with whom he comes in contact. If there be a few to whom the doctrine of the union is agreeable, they may be safely described as the discontented ones who are slow to industry but quick to agitation.

VII. and VIII.—General Relations between Employer and Employed.

No strikes.

113. There have been neither strikes nor lock-outs among the farm servants of the Lothians.

Such things can hardly be on farms where yearly engagements bind man and master, and when supply and demand keep pace the one with the other.

Relations as described by witnesses and at meetings.

114. The relations between the farmer and his men are good. The evidence given by employers in all parts of the two counties (*see* Column XVIII., Appendix D.) leaves no doubt about their opinion in the matter. From the labourers themselves I had, with the exception of one meeting, a corroboration of what has been stated. That exception was Dirleton, where a labourers' meeting was held on the 23rd of February. It so happens that I had gone very minutely into the position of the labourer in this parish. Dirleton is a well-known name in the history of Scottish agriculture. It comprises within its area, a number of splendidly managed farms, and it has been quoted time after time as a remarkable example of what may be done by the combined efforts of high-class agriculture and expert labour. But within recent years Dirleton has become the centre of a great sporting fraternity. The golf links, both here and at Gullane, in the same parish, are frequented by large numbers of gentlemen from Edinburgh and visitors to North Berwick. A competing industry or occupation has sprung up. Each golfer requires a "caddie" to carry his clubs, and this caddie he pays liberally for doing very little. A man or boy, for simply walking for a few hours with a bag of clubs on his shoulder or under his arm, gets from 3*s*. to 4*s*. The presence of a highly paid and luxurious branch of employment such as this has unsettled the minds of the farm servants of the locality. They are jealous of the large and easily made earnings of the golf attendants. Moreover, at my meeting in the school-room of Dirleton the labourer who had most to say, besides being a person of extravagant, and, I think, one-sided views, had, I fear, refreshed himself over liberally in the earlier part of the evening. Many things were said against employers and the treatment they bestowed upon their men.

My experience of labourers' meetings has been that if among 80 men there be three malcontents, their's are the voices one will hear. The quiet, contented persons sit and listen, indulging occasionally in a hearty laugh, but saying nothing to indicate their own thoughts. This took place at Dirleton on February 23rd, and had it not been that I afterwards made enquiries and found out from reliable sources the history of the complainants, I must have gone away under the impression that the relations between man and master were anything but friendly in the district.

Another feature of labourers' meetings must not be omitted. In a parish there may be a few employers, or it may be only one employer not on friendly terms with his or their men. When a public meeting of labourers is announced, and it is understood that none but labourers will be admitted, there is a numerous turn out from these farms, and it becomes simply a matter of listening to grievances from one or two individuals. It appears to be understood that no one shall speak upon such matters as "relations between employer and employed" who has not some hardship to submit.

From what I heard from the farm servants away from Dirleton school-house, and from the statements of their wages, conditions of engagement, &c., obtained from the farmers of the neighbourhood, and not disputed at our public meetings, I am clearly of opinion that, except on the part of a few men who would rather carry golf clubs than follow the plough, there is neither ill-feeling towards their employers, nor cause for it.

All over the Lothians farmers described their men as "decent honest fellows," and although the men are not given to adulation, there is much meaning in the language so often spoken to me, "We have nae fault to the master." One hind described his master as "A hard man, but fair."

On many large farms the master has very little direct contact with the men. His orders are given to the steward or grieve, and the work is arranged by that functionary. His position becomes a most important and responsible one, so much so, that among the labourers the character of a farm is frequently described not by allusion to the farmer, but to the steward.

It must not, however, be thought that the fact of a farmer not interfering between the steward and the men means that he takes no interest in the comforts and prosperity of his men. Far from it. Out of respect to the steward, and because it has always been the custom, Lothian farmers do not often speak to the men on business matters. The work for each day is discussed and settled by master and steward from time to time, and it remains with the steward, who, having risen from the ranks of ploughmen himself, thoroughly understands the handling of men and horses, to see that it is done with despatch and economy.

But for all that, farmers are attached to their labourers, and it is a source of deep regret to them that so many keep wandering about from place to place. I heard of many little acts of kindness by the masters and their wives, such as visiting those who are sick, taking beef tea or soup or jelly or port wine down to their cottages, reading to them or sitting by their bedsides; and these little kindnesses are not forgotten.

There are, of course, bad servants as well as good, and when a master is unlucky enough to be saddled with two or three idlers, his temper is apt to give way at times and his manner to become harsh and hard. But it was frequently observed by employers that the general run of agricultural labourers in the Lothians were first class men, and that the proportion of bad men to good was exceptionally small. Many complained that were they to look back thirty years ago, the labourer used to be a more obliging man than now, more ready to go out of his way to do a good turn to his master, less particular about working extra time, and altogether more interested in, and anxious for, his master's prosperity. While deploring this and wishing that it were otherwise, the farmer distinctly sees that since 1860 the world is 33 years older, and the position of the labourer altered in many respects. It cannot be truly said that he is reconciled to the constant flittings, for neither cause nor reason, so common now, but he is resigned to what he has no power to prevent.

Nor must we interpret this periodical changing of situations as implying bad feeling between the servants who leave and the masters who are left. On Mr. Ainslie's farms (*see* Appendix B. V.) there are both men and women who have spent the greater part of their lives in his service, and who in all likelihood will never change; but on the other hand, there are among his hinds others who will tire of Dodridge and that part of the country in a year or two. They will, I doubt not, leave on the best of terms with both Mr. Ainslie and his stewards, and with nothing but good to say of the treatment they have received. Frequent flitting has seldom anything to do with the relations between the farmer and his men. It is a habit; a fashion which has a sort of fascination for some, and the marvel is that the masters have the forbearance to tolerate it.

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B.—II. EDINBURGH AND HADDINGTON.

I heard a few complaints from labourers about the length of their hours of work. Now I find that although the Lothian hind undoubtedly does work longer in the fields than his *confrère* in Fife, his daily hours of work and attendance are in the aggregate shorter. He has nothing to do before yoking time except to clean out his stalls, groom and feed his horses, and get his own breakfast. The Fife hind is in stable two hours before yoking time in summer, the Lothian hind one hour only. In winter the Fife hind comes at seven and does a variety of odd jobs before daylight, the Lothian man has only his horses to attend to. Again, the eight o'clock hour is less of a grievance here, and hinds were not unwilling to admit that their masters had done everything to relieve them of unnecessary hardships and excessive hours of labour.

When one puts summer and winter together and contrasts the hours of actual work with those of other operatives, I cannot see that the agricultural labourer can make out any case of overwork. In the Lothians the ploughman is a ploughman, and no master endeavours to convert him into a cleaner out of cowbyres or such like things simply to fill up the time before daybreak. The few mutterings I heard about long hours were directed generally towards the popular sentiment of "eight hours work, eight hours play, eight hours sleep, and eight shillings a day"; and the the men who brought the subject forward would probably suggest a further paring down of an eight hours' day if the opportunity were afforded to them.

In the absence of the farm kitchen system, that fertile cause of dispute, the quality of the food does not occur. Opinions may at times differ about the fitness of the weather for working out-of-doors, but that has mostly to do with the steward, whose ideas of what ought to be done are safe rules to go by, and it is right to say that seldom was a syllable said against the justice or fair play of farm stewards.

Next to the kindly expressions used by farmers and labourers when speaking of one another, the strongest testimony to the friendly relations, which do I believe exist, will be found in the almost entire absence of of desertion or breaches of engagement. Cases do occur of labourers engaging to one farmer and ultimately going to another, but never in a dishonourable way. Several gentlemen described to me what had taken place with themselves, and I cannot do better than quote Mr. Ainslie's words:—

"Such cases are rare. I have suffered no in-
"convenience, as the men give ample notice." Mr. A. was speaking only for himself, but his experience is similar in this matter to that of others.

I heard no complaints from the labourers about the hardness of the work which fell to them.

Now that machinery and horse power are adapted to almost everything done on a farm, the physical strength and endurance of the employee are not severely taxed. Take potato harvest for example. Before the introduction of "diggers" the crop was ploughed out, and the gatherers had to sift the tubers out of the clay or unbroken furrow slice*; now the rotating fork of the implement does it, and the tubers after striking the screen are left on the surface and in long regular lines. On many farms artificial manures and corn are sowed by machines; harvesting implements have entirely superseded the scythe and sickle; and at all times of the year the agricultural labourer of to-day has lighter work than he had in the past.

On the subject of holidays, the wishes of the labourers are most reasonable. The only suggestion made at our meetings was that it would be fair to the men if, since the abolition of fast days, the number of set holidays were increased. At present there are two on which the labourers calculate, and for which arrangements can be made with friends. Instead of having to trust to the generosity and convenience of their employers for "odd days now and again when they can be spared," it was suggested at my East Barns meeting that a number of statutory holidays corresponding to those once known as "fast days" should be established and recognised by law. In fair play to both parties and in their mutual interest, I feel the proposal to be right and proper. When the dates of holidays are known for certain, friends and relations can arrange to visit one another, and young men can organise football or cricket matches beforehand. But when one farmer lets his people go away to-day and his neighbour gives a day a fortnight hence, the consequence is that there is no opportunity for co-operation among the servants towards healthy and innocent recreation, and the end of it is that they kill time by going into town, where public-houses offer temptations which some cannot altogether resist. I am of opinion that a slight increase in the number of *set* holidays would be no disadvantage in the long run to the farmer, and a decided improvement on the present system to the labourers.

THE AGRICULTURAL LABOURER.

In many parts of England and Scotland the labourers complain of the decrease of tilled land and the reduction in demand for labourers. The matter was mentioned in the Lothians, but not so much as a hardship on the men as a thing to be deplored, yet unavoidable in the present condition of agriculture. During my sojourn in East Lothian the owner of a large estate paid off some twelve servants who had worked there for many years, and the expressions used by the labourers at a meeting held a few days afterwards were decidedly uncomplimentary to the gentleman in question, but with this single exception I could not detect any general ill-will to farmers who had cut down their working expenses. I will not go so far as to say that the change meets with their open approval, for the selected labourers whom I met in the manse at Whittinghame observed that they could not see how a farmer was going to benefit by half-working his land and growing weeds instead of legitimate crops, or what advantage there was in letting land lie in grass after it was worn out and producing nothing but "windle straws." However, I am bound to say that had it not been that I led up to the subject with the view of hearing their opinion, I do not believe it would have been alluded to at all. It cannot be denied by any practical man, that there is a point below which the labour on land must not, if profitable crops are to be grown, be reduced, but I am not satisfied in my own mind that the labourer is a competent judge of where that point lies.

There is, as I have already stated, a ready admission by the labourers that prices of farm produce are deplorably low, but against that they put the reduction of rent which the past few years have brought about. One very important feature of the position they appear to be quite ignorant of, and for their ignorance no one can blame them, they do not understand how short is the distance that a reduction of rent per acre goes towards meeting the depreciation of the selling value of the produce of that acre.

From numerous inquiries made on the subject in the Lothians, I find that the income of an arable farm in this district has suffered to the extent of 2*l.* at least per acre since 1873, and that wages have gone up close to 20 per cent. within the same period. The labourer does not go deep enough into the matter; if he did, his eyes would soon be opened to the mistake of supposing that a reduction of rent amounting to from 10*s.* to 20*s.* per acre, was sufficient to enable farmers to carry on without loss, at anything like present prices. Labourers make out that the farmer is not so badly off as he would have us believe, and that he is not making the best use of his land by grudging labour upon it. And still there are some suspicions of the true position about; for when I asked a few men whether they would approve of being paid in proportion to the profits shown by the farmers' books, or with relation to the Fiars prices for East and Mid Lothian, the answer was not long withheld. "Na, "na, naething o' that kind, we'll just gang on as we "are." Nobody can blame them for studying their own interests, and viewing the present position from their own standpoint, so long as they continue by their every-day behaviour, and work to merit their masters' confidence and trust, and do not lend themselves to bruise by unjust insinuations and unfair agitation, the already sorely hit tenant and landlord.

The former I am convinced they have done and are still doing; the latter I do not believe they will ever be guilty of, *if let alone*.

Relations between women workers and their employers.

115. Before leaving the question of the relations between employer and employed, some reference must be made to the female labourers and their feeling towards their employers. As no females attended my public meetings, I had to rely chiefly upon information obtained in private conversation. The scarcity of women workers in the Lothians is a serious matter and as each year sees it intensified, I was the more anxious to get at the bottom of their preference for other employment. May I treat the subject in two ways?

* Potato diggers are not in general use in Dunbar district.

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1. What objections have females against agricultural employment?
2. Why do they prefer employment other than agricultural?

1. I did not hear a single complaint of illtreatment or unfair usage made by a field worker. They said, that when it was not fit weather to work out, they got jobs about the barn or somewhere under cover; that sometimes they might be caught in a shower when in the field, and if uncomfortably wet, the steward did not object to their going home for a time, or even for a day. They had not a word to say against their masters. They mentioned the fact of "harvest homes" and dances in the barns at special times, sometimes throwing in such little observations as "the master's fond o' a reel himsel" or "he's awful gude aboot kirns, he gies us ane maist every year." Any one can see that a "kirn" goes a long way with a Lothian lass. She looks forward to it, enjoys it thoroughly when it takes place, and is grateful to the master who supplies the sinews of war.

Women fall out among themselves frequently, and take spells of "no' speaking to one another," but so far as their feelings towards their employers are concerned, nothing could be nicer than the way they spoke to me. If they had a fault to find it was that "he dinna come enough aboot us." Of course some farmers are greater favourites than others. He who chats for a few minutes now and again with his workers, cracks a little joke with them or better still, takes off his coat, buckles up his sleeves and does an hour's work along side them, is sure to be a favourite. When a girl leaves such a master's service to go to other employment, it is not because she bears any ill-feeling, but simply because she's "inclined for house work and tired of the fields."

Farmers make it a rule to avoid "blowing up" their workers, and never do it unless under severe provocation. The occasion cannot often arise, for the steward or woman steward is almost always along with the women, seeing that they work steadily, and helping the younger ones to keep up with the others.

The objections to farm labour are that the work is rough and dirty in contrast with that of women in domestic service or factories, and that there is nothing in a woman's wage of 8*s.* or 9*s.* a week, to induce a person who can get away to remain on the land.

Mrs. Young, the wife of Mr. Davidson's hind at Winterfield, stated that she has three daughters, all of whom once worked in the fields. Two have gone to town service. The third stays on the farm against her will, but because in the event of her mother turning sick or getting into failing health, she would have to keep house and look after her father. Mrs. Young added that "it was hard on the girl, for she could get 20*l.* a year and her board as a house servant, and get a *womanlike* job, just as well as her two sisters." I believe Mrs. Young stated the objection to outdoor labour for women. It is not a "womanlike" job at all times. Some kinds of work are well enough; barn work, hay-making, harvest, and even potato dressing and turnip singling are not ill suited to females, but when it comes to loading dung, spreading it, topping and tailing turnips in winter, these are disliked and altogether objected to. Moreover, for doing these dirty, cold, unwomanlike jobs a woman is not paid in fair proportion to a man. At many branches of farm labour, a good girl will do more than an average man, yet she has to be content with half his wages. No doubt women's wages have doubled within the last 40 years, but the fact remains that often when working side by side with the orra men and hinds she is doing as much as a man, and yet only getting half a man's wage.

At three of my labourers' meetings I was informed that if farmers would only raise workers' wages to 11*s.* or 12*s.* a week, there would be fewer women going from the land. I quite see the force of it; and I would add, if farmers would endeavour to arrange that their workers should have such things as turnip singling and topping and tailing by the acre at standard prices, there would be less cause of complaint on the score of wages. It hardly seems fair that men should be paid at the rate of 7*s.* 6*d.* per acre for turnip singling and pulling either by the day's wage or on contract, when women are not in a position to make more than 4*s.* 6*d.* or 5*s.* for the same quantity and as good (if not better) quality of work. This is done regularly, however, and it is not to be wondered at if women tire of employment wherein such a severe tax is levied upon their gender and so little regard paid to the quality of the work they turn out.

Now, while I believe that some equalising of wages in such branches of farm labour as I have referred to would to a certain extent stem the flow of women from the country to the town, I do not for a moment suppose it would stop (or anything like stop) it altogether. At the present rate of migration farmers will soon be at their wits' ends for workers, but if by any chance migration were totally suspended, an oversupply of women workers would gradually ensue, rural congestion would follow, and a new evil arise more serious in all respects than that which farmers are now face to face with. An increase in women's earnings of 2*s.* or 3*s.* per week would keep enough from towns to supply the farmers' wants; but the better educated and high-class girls would not alter their minds as to the *unwomanlike* character of field work, and would not be reconciled to it one whit the more.

Suggested alteration in the system of payments to women at special classes of work.

116. With regard to the particular question of singling and topping and tailing turnips, I think the subject is worthy of closer examination.

It is generally calculated that three women will single an acre in a full day. As each woman gets 1*s.* 4*d.* to 1*s.* 6*d.* a day, the cost per acre is 4*s.* to 4*s.* 6*d.* An acre done by three men at 3*s.* a day costs 9*s.*

Topping and tailing costs practically the sam Now each woman on a Lothian farm singles from 10 to 12 acres in the year. If steps were taken to give a special equalising wage for this operation, or at least such an increase as would do away with the gross inequality and unfairness of the present system; if, say *a bonus* or extra wage of 2*s.* 6*d.* an acre were given to women for every acre singled by them apart from the men, each worker would benefit to the extent of 12 half-crowns,

	£	s.	d.
or - - - - - -	1	10	0
Again, each woman tops and tails about nine acres, that is allowing for one-fourth of the crop to be left in the ground for sheep. A bonus or extra wage on nine acres topped and tailed at 2*s.* 6*d.* would be -	1	2	6
Increased wage per annum -	2	12	6

The principle thus explained could be extended to other branches of work in such a manner that while the inability of a woman to undertake certain branches of labour was not lost sight of, nevertheless her true value for other operations would be duly recognised.

These are, I admit, strange times to be recommending bonuses or increase of wages, and I am too well aware of the farmer's difficulties to wish to swell his already heavy labour bills, but it is as plain as daylight that at the present rate of female migration from the Lothians the time is not far distant when the regular work of the farm will have to be done entirely by men at men's wages. I have confidence in the foresight and intelligence of the Lothian tenant farmers, and although this suggestion of *a bonus for certain classes of work* was not discussed between us, I am sure that had it been the force of it as offering a probable and practical solution to the ever-increasing scarcity of women labourers would have been readily admitted.

2. Women prefer other employment because they are better paid; they see more society, they have less drudgery, less exposure, later hours in the morning, their matrimonial prospects are improved. To summarise—the whole surroundings of town life or domestic service are congenial, those of agricultural labour are not.

Once upon a time the idea of even a short railway journey or the anticipation of entering service different to what she had been brought up to, was a perfect nightmare to a Scotch country girl. To watch their behaviour at a railway station or in a third class compartment long ago, it looked as if, anticipating some frightful and probable catastrophe, they lost all control of their nervous system. They would clutch their bandboxes and little bundles, often keeping them piled up in their laps as if every occupant of a third class carriage were a thief and the ticket collector the prince of devils. In a modified form the same behaviour may still be observed among the older females of agricultural classes. But the rising generation of to-day are in this matter made of very different stuff. With no more fuss than 30 years ago would have been made over a ride from Dunbar to Innerwick, a young woman will

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hand over her "kist" (anglicé, chest or box of clothes) to the porter, get her ticket for Glasgow, pull on her gloves, laugh and talk with her parents or comrades, jump into the train, pay her adieus, wave her handkerchief, sit down oblivious to bandbox and unencumbered with bundles, and thank the stars that she is at last leaving the *unwomanly* job for domestic service and town society. Old things have passed away, and, so far as the aspirations of many a country girl are concerned, all things have become new.

Relations between shepherds and stewards and their employers.

117. Between those responsible servants, shepherds and farm stewards, and their masters, the most friendly and cordial feelings exist. They are treated as confidants, consulted upon most things, conferred with every day, and by many farmers interviewed every evening.

As a class, both may be described (I am giving the opinion of Lothian farmers) as active, pushing, conscientious, intelligent, and experienced men, who have made their employers' affairs truly their own and who spare not time and grudge not trouble in order to promote their masters' interests.

The absence of the "bondage" system.

118. The abolition of the bondage system in the Lothians has I believe done much to improve the relations between employer and employed. The increase in the number and improvement in the character of labourers' cottages, the gradual but decided migration of women from country to towns, and the extinction or dying out of bondage service seem to have been contemporaneous. Bondagers were common in East Lothian between 1850 and 1860, the system still lingered on up to 1875, but since then it has disappeared.

IX.—The General Condition of the Agricultural Labourer.

How best it may be ascertained.

119. The present condition of the farm labourer of this district can best be examined and described, by observing in the first place what he gets and in the second place what he spends. The receipts and disbursements of the present must also be contrasted with those of byegone years, in order to discover what progress he has made, and to what extent (if any) and in what way (if any) he had benefited by the efflux of time and the onward movement of civilisation. The opportunities for gathering information on all matters pertaining to the general condition of the farm labourer, were peculiarly numerous and favourable to me in the position which I have the honour to occupy.

The almost entire absence of competing industries and unsettling influences, the excellent feeling between employer and employed, the generous reception and kind assistance afforded to your Assistant Commissioner on all sides, the ready access to books and experience in landlord's mansions, agents' offices, farmers' dining rooms, and labourers' kitchens—favours for which I am deeply grateful—all these combined, have, I think, enabled me to take a comprehensive view of, and I hope, form a reasonable opinion upon the life, the circumstances, and the general condition of the labouring man in these parts.

It is just as true of the farm labourer as it is of any other son of Adam's race, that the laying by of a competency for old age and failing strength, or the putting together of a fortune be it great or small for the benefit of those who are to remain behind when we are taken away, does not depend so much upon the amount of money brought in as upon the care taken of it once it is in. Some men have, without the shadow of a doubt, more home comforts, I would go so far as to say more general comfort, and are less complicated and worried with debt and difficulty, on a small income, than others, their neighbours, their every-day companions, whose sources of livelihood be considerably larger.

The farm labourer is like other men in so far that he cannot both "have his cake and eat it," he cannot both spend his income and save money. Everything depends on his own way of looking at the best use to which his wages may be put.

One ploughman may argue that as his sons are at constant work and his daughters in service, he need not bother saving money, for they are well enough off to support him and his wife if spared to see a decrepit old age when that time comes. Another may feel that to save what he can is the duty of a Christian parent, and no matter how cosily settled the children of that man be, it will be one of his chief objects to lay past two or three shillings every week "for the bairns." Some are spendthrifts from their youth upwards. Others are misers by nature. Some would like to save but have not the gift. Others derive satisfaction from sending the money flying as they get it, regardless of consequences. Some feel debt to be a hideous burden, others look upon it as a necessary accompaniment to life. In some cases the best laid plans of prudence and economy on the part of the husband are defeated by the prodigality of the wife, and *vice versâ*.

All these phases of human nature find exemplification in the ranks of the agricultural labourer of the Lothians. And in treating of his condition and circumstances, we must recollect that our views of prosperity may not at all coincide with his. In the upper grades of society, the person who is believed to be increasing his wordly goods or adding to his investments is pointed out as a man "doing well," but I doubt whether the labourer attaches the same meaning to the phrase. On the contrary, I am disposed to believe that in by far the majority of cases, the agricultural labourer, male and female, confines his ideas of "doing well" to the food he eats and the raiment he puts on.

We accordingly find that as a general rule there are few examples of farm labourers saving money for the excellent reason that they do not try to do it.

In the olden times people lived and enjoyed the best of health on wages 52 per cent. less than those of present times. They got their meal and corn and milk. They lived according to their means, and discontent was no more prevalent then than now. It is said that they were even able to save money if they cared to, but whether that be or no, does not seriously affect the argument. Gradually the old fashions changed, wages rose steadily, tastes altered, and the laws of propriety demanded new departures, and so, while the income of the labourer increased, in like manner did his views on what was necessary for comfort and in keeping with the dignity of his position expand. The farm labourer of to-day in many a Lothian cottage lives as well and dresses as well as the farmer did 50 years ago.

I take it that the very fact of a labourer's living better and dressing better is a sure indication of an improved condition, even although there be no greater accumulation of money, and I shall now endeavour to point out the numerous ways in which floating with the current of time and progress, improvement has stamped itself on his daily life and circumstances.

Increase in wages and earnings.

120. *Wages and earnings.*—As shown in paragraph 48 the total value of a hind's wages and earnings (house and all perquisites included) have immensely increased. Payment in kind has given place to money, the purchasing power of which has also increased. Contrast 1892 with 1867, a period of 25 years, and we find that—

In 1867 (par. 44) a hind's earnings were 42*l.* 7*s.*, of which 14*l.* was money.
In 1892, 51*l.*, of which 40*l.* at least was money.
Increase 8*l.* 13*s.*, equal to 20 per cent.

Fall in price of provisions.

121. Now take the purchasing power of money as it is seen in the price of oatmeal.

Messrs. Mitchell, millers, of Dalkeith, have kindly furnished me with the selling prices of oatmeal from 1840 to 1893, and their figures are embodied in the table of Fiars prices at App. A. VIII. The average price of oatmeal from 1863 to 1867 was 36*s.* per load. From 1888 to 1892 it was 32*s.* per load. Decrease, 4*s.* per load, equal to 11 per cent.

By figures obtained from a large general merchant in St. Andrew's for Fife report, it was proved that groceries, bread, flour, &c., had fallen in value 20 per cent. within the last 20 years. Butcher's meat is certainly down 10 per cent. I think we may safely say that articles of food are at least to be had at 15 per cent. reduction all round from the prices of 25 years ago. Putting these two facts, increase in wages and decrease in prices of food, together, it is at once apparent that a great improvement has taken place in the finances of the farm labourer.

In some parishes a slight standstill in the rise of wages did occur about six years ago, but it proved temporary in character and soon gave way to force of circumstances.

Wages outstanding and employment continuous.

122. Nor has the increase of wages been accompanied by any detriment to the labourer. His wage is still outstanding in character. He is still paid, sick or well, wet or dry, at home or abroad.

More frequent periods of payment.

123. In one matter (a minor one I admit, still everything must be considered) the system of payment now customary, is to the benefit of the labourer. Instead of getting his money once every six months or year as

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formerly, he now draws pay every week, fortnight or month. He benefits to the extent of the interest on the money, and he is in a position to buy "cash down" instead of running accounts and paying credit prices.

Facilities for marketing.

124. On account of the keen competition among merchants, grocers, bakers, and butchers, the labourer's wife has now no need to trudge away to town, bringing her burden home in her basket. Those days are gone. Vans and carts go regularly on set days from farm to farm, supplying at reasonable prices all the necessaries of life, and although the system is pernicious to some whose powers of self-denial are regrettably weak, still it had its advantages to such as are possessed of self-control and prudence.

Employment for all members of a family.

125. More than ever is it the case that the sons and daughters of the labourer will find a field of regular and constant employment on the farm to which their father is attached. In the eyes of the farmer, a large family able and willing to work is a decided attraction. The possession of such, especially if the majority are women, is equal to a direct increase of wage to the parent himself. There is, therefore, every opportunity and no small inducement for parents and children to continue an unbroken circle, keeping up those ties of friendship and bonds of kindred which contribute so largely to happy and peaceful homes.

As the sons grow up, they can marry, safe in the assurance that if they have found favour with their employer by good behaviour and steady work, a comfortable cottage with the perquisites attached to its occupation, will be handed over to them. Masters are delighted to see families settling down around them, and decided preference is always given to a "ken'd" (familiar) face.

Improvement in housing.

126. Nor can we forget the great improvement in housing. When the cottages of present times are examined, both outside and in, "but and ben," upstairs and downstairs, and contrasted with the sheds of ancient days (*see* par. 94), or the dirty hovels of many a mining village or town alley, it must be admitted that the farm servant of to-day has a deal the best of it. Of late years the building of labourers' cottages has become a perfect craze among our Lothian proprietors. Almost, would one suspect rivalry among the lairds and their factors. Cottages, such as have recently been built at Pinkerton (Frazer's), Halls, Fentonbarns, and on the Whittinghame and Saltoun estates, are enough to entice many a town's artisan to rural life. The advantages of such comfortable and convenient houses are patent to everyone, and the labourer, sitting as he does, rent free, is simply getting the bulk of the cream off the landlords' and tenants' basin.

The presence of many of these fine cottages may, I believe, be attributed to an endeavour, philanthropic in a manner, made by the proprietors within recent years to improve the condition of the agricultural labourer morally and physically. The bolt cannot have missed the mark. And the labourers show by their behaviour that they appreciate the improvement. The large proportion of labourers' cottages are nicely kept and substantially furnished. "Dirt that breeds disease" has given way to cleanliness. The air of the bedroom is sweet and pure. The amelioration in physical conditions has been accompanied by a corresponding amendment in the moral tone of our rural population. Their habits are improved, their ideas of decency and propriety considerably refined.

Surely, the constraint and discipline placed upon the young man living in his parents' well-ordered and comfortable house, is better calculated to qualify him for afterlife than the rowdy associations and low amusements of an unwholesome bothy.

In immediate connexion with the improvement of cottage accommodation, it was stated to me by several parties that married women work less out of doors than in the days when, to have a clean and tidy house was not considered one of a wife's chief duties. Instead of forming one of a gang of turnip shawers, the hind's wife of to-day minds her house, and when her man comes home at mid-day a good plate of warm broth with a slice or two of mutton in it, and a plain pudding to follow, awaits his arrival. How different this to the days of brose and barley bannock!

The great change in manner of living.

127. If the labourer of the present lived, as did the labourer of 30 years ago, he could, without trouble, lay by half his wages every year. But his whole manner of living is changed. At Appendix C. II. there will be found an example of a married woman's household expenses. I attach little or no importance to it, because, in the first place, the various items were mostly thought of by myself and only spoken to by Mrs. Irvine; and, in the second place, because, when the figures were totted up for the year and a substantial balance to profit revealed, she said that "the thing "was nonsense; she couldna and never would be able "to save a pound note." However, such as it is, you will find it as stated. An unmarried cattleman at Skateraw was also good enough to venture on an estimate of his weekly expenditure, and his figures come after Mrs. Irvine's in Appendix C. III.

The improvement in diet.

128. The diet of the Lothian labourer is altered from the days of long ago, in that he now has butcher's meat to his dinner, if not every day, certainly five days in the week. Many kill and cure two pigs in the year, and they may substitute ham or bacon for beef and mutton now and again. But there are plenty who have beef or mutton for dinner and fried bacon for supper.

Porridge is the chief breakfast food where milk can be got, but I heard of many houses where tea with bread, cheese, butter, and jam has supplanted porridge. There are two courses for dinner, either broth and meat, or meat and pudding. Herrings, either fresh or salt, are held in great esteem; they may be seen hanging in a row outside the door of many a cottage. Eggs, too, are purchased from farmers or "egglers." Tinned meats I did not hear much about; if the labourer wants meat, it must be good and fresh, Coffee and tea, costing 2*s.* 6*d.* to 3*s.* per pound, are drunk. I met with no instance of beer or porter being kept for ordinary consumption, and if there be whisky in the cupboard it is produced on high-days and holidays only. Some good housewives buy flour and bake scones. The barley and peameal scone seems to have altogether disappeared. Oatcakes are liked and the art of making them on the "girdle" is well understood by the labourers' wives.

Improved utensils for meals.

Formerly the crockery and delf of a hind's house, consisted of a porridge bowl for every member of the family, a few cups and saucers of unpretentious pattern and not overburdened with handles, a thick strong wine glass, and a brown earthenware tea-pot, possibly half a dozen soup plates. There were always sufficient horn spoons (called "hornies") to admit of a simultaneous family attack on the porridge; and one gentleman reminded me of a custom which I have myself often seen in practice, where the porridge was contained in a large basin (or bicker) placed in the centre of the table and made the common resort of every "hornie." Go into a labourer's cottage now and the "dresser" will be seen filled with plates for three courses. The cupboard below holds its pretty flowered breakfast and tea set, its half dozen tumblers and wine glasses, its jugs and mugs, but no hornie spoons.

Improvement in dress.

129. Equally conspicuous is the improvement in dress and clothing. The every-day clothes of a Lothian farm labourer are a strong tweed coat and vest, buckskin or corduroy trousers, a waterproof for wet weather, strong double-soled boots, frequently leather leggings, and a soft cap. On Sunday, he is just as well turned out as his master. Silk hats are not uncommon, and where a silk hat adorns the head, gloves may be expected either on or in the hand.

The field dress of the women is somewhat peculiar. Petticoats an inch or two below knee height. In dirty weather or at dirty work, a rope of hay is twisted round the leg to serve as leggings. No bare feet, all well booted. A loose body kept in by a belt, and on the head an article known as an "ugly." It is partly straw and partly linen and velveteen; it comes well down the neck and back and encircles and shades the forehead and face in the shape of a three quarter moon.

On Sunday the same girls are finely dressed in fashionable style and stuff of the best make.

Increase in quantity of coals burned.

130. In conjunction with the enlargement of cottages, a considerable increase has taken place in the consumption of coals. In the vicinity of coal-pits coals are cheap, say from 10*s.* to 12*s.* per ton according to quality. About Dunbar they are a few shillings dearer. Many cottages burn as much as seven tons in the year, but six is a fair average. There are fireplaces in every room* and although I do not think there is much extravagance among housewives in this particular line, still the comforts of a well-warmed and aired house are seldom lost sight of.

Many of the fire ranges are supplied with ovens and a good many have small boilers. Close ranges do not

* Refers to cottages built within the last 20 or 30 years.

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seem to be popular, and they do not occur even in new cottages.

Nice lamps are used to light the apartments in the evening, and composite candles have superseded the old "dip." In almost every department of housekeeping, a change for the better has taken place; and although refinement implies increased expenditure, it nevertheless indicates an improvement in thought and habit.

Household management.

131. The burden of house-keeping of course falls upon the labourer's wife, and the degree of comfort enjoyed by the husband and family, depends almost entirely upon her aptitude for managing well. I am of opinion that the knowledge of house-keeping and the practice of cottage economy, has not everywhere improved. I invariably noticed that wives whose earlier training and work had been confined to field labour were less methodical, less thrifty, and less prudent in their management, than those who had seen domestic service. In this important matter of cottage and household economy, I think there are opportunities for assisting the rural classes. What the ploughman's wife requires, is an understanding and knowledge of practical effective thrift in domestic management and tasty manipulation of scraps. In their present system of management there is great waste, and the more numerous the mouths to be filled the greater is the waste. Simple lessons in economical cookery would be most valuable. Lessons in dressmaking are also wanted. Country women are not bad seamstresses, but they do not understand the art of shaping or cutting out frocks and dresses, or trimming bonnets.

Room for improvement.

In many little ways there is great room for improvement, and now that the fathers are being drilled in chemistry and mechanics, there is no reason why the wives and daughters should not partake in the benefits of technical education.

The absence of labourers' cows has already been referred to (par. 50). I was glad to find that among the agricultural classes the want of a cow was being felt, and in the interest of all parties I hope efforts will be made to increase the supply of milk to those who stand so much in need of it.

Slight decrease in hours of labour.

132. While intimating the many ways in which the position of the Lothian farm labourer has financially and domestically improved, it must at the same time be stated that his hours of labour have rather decreased than otherwise. Little points have been gained from time to time. The breakfast in the field is now firmly established; 10 years ago no such thing existed. On many farms an afternoon tea is conveyed to the field and partaken of by the workpeople. What was called "hanging on to the work," in other words, remaining in the field for quarter of an hour overtime, just to finish up the hoeing of a turnip drill, is an obsolete custom now, except during harvest or hay time. The limits of hours are strictly defined, and each man has his own watch.

Lighter and easier work.

133. The nature of labour has also considerably altered. The farm servant at the present time is more of an attendant on horses and machinery than he used to be. He has less drudgery, and the greater part of what is drudgery falls to the lot of women workers.

Longer employment than formerly.

134. Partly because of the adaptation of machinery to all departments of agricultural procedure, and partly on account of the liking of masters to old and steady hands, we find that employment is given to men well advanced in years. So long as a man is fit for any work he is certain to get it. When not able to undertake the duties of a ploughman or spade hind he is acceptable as a cattleman. When past that work he is retained to tend cows, cut thistles, or mind the garden. I heard of cases where a labourer had to submit to a decrease of wages on account of age, but no instances of a *tenant farmer* forcing a man to stand aside as useless all round.

Improvement in position of women cottars.

135. The position of the woman worker need not again be remarked upon. But there is a matter worthy of notice as showing how the widowed woman or middle aged female compelled to support herself and unsuited to employment other than agricultural is placed at the time of my report.

The cottar system is beneficial to the farmer, and as it implies a free house and small garden to the servant it becomes an excellent opportunity for women to secure a home and constant employment. The power possessed by the farmer to engage middle-aged women and give them houses to themselves is entirely due to the abundant supply of farm cottages built by the landowners of late years. It is a blessed thing to know that a woman, although bereft of her natural supporters (husband and son), has little need to apprehend poverty or starvation so long as she has a mind to work; and it must be a further consolation to feel that her daughters are as sure of employment at home as herself.

Many labourers might, if so disposed, qualify for small holdings.

136. In the foregoing paragraphs an endeavour has been made to describe the present position, affairs, and opportunities of the labourer, and to point out that if he were inclined to save there would be no difficulty in his doing so. My opinion is that if a labourer in the Lothians greatly longed to change his station in life and become a small farmer, say of 50 acres, he could soon save sufficient capital. By living in the plainest manner, after the fashion of 40 years ago, he should, out of his own wages, save capital for three acres every year. In 20 years he could take 60 acres. A labourer with a son and daughter earning full wages should increase the deposits in like proportion.

I can see nothing to prevent the united efforts of such a family resulting in the possession of capital enough to take 50 acres in seven or eight years. But small holdings do not approve themselves to and the laying aside of money does not suit the inclinations or plans of the labourers. They spend all they get as a general rule, and unfortunately there are many cases in which they have overshot the mark, miscalculated their income and got involved in debt. Here it is that the grocers carts do damage. It is the business of the grocer to sell his goods somehow or other, and the men in charge of the vans try many dodges to allure witless women into buying more than they need. The plea "we canna pay for't to-day" is easily got over, "never mind about the paying, it will do me as well another time." It is painfully true that grocers' vans often carry whisky bottles, and that the women get many a "dram" from the vanmen. This is bribery and corruption which may lead to painful consequences. Some weakminded women allow themselves to get behind in their payments, and once in that position they go ahead running deeper and deeper into debt until compelled to flit as the best or only way of avoiding their creditor.

Some are involved in debt.

Wives industrious as a rule.

137. The wives of the Lothian labourers are generally speaking industrious. They sew a good deal, knit stockings for their husbands and families, do not only their own household washing, but often take in some.

Sobriety.

138. With reference to sobriety and temperance, I do not think that many are teetotalers, but there are on the other hand no habitual drunkards. A hind may yet a glass more than is good for him on a holiday and not be ashamed of himself next day, but he may not taste again for many months. The nearer one gets to a town the more numerous the temptations to drink, but even from farms within half a mile of several towns, I had no complaints from farmers of intemperance among their men.

There are very few country villages in the purely agricultural parishes, opportunities for conviviality are therefore confined to hiring fairs and holidays, and as I stated before, I did not see anything very bad at Dunbar or Haddington markets. Most of the men smoke clay or wooden pipes. The tobacco commonly used is what is called "twist" and costs 3*d.* per ounce.

They are not at all addicted to snuffing. I did not see any labourer so indulging, and an evening meeting lasting over two hours was a good opportunity for forming an opinion on this matter; but chewing tobacco is practised by some of the older men.

Religious tendences.

139. The Lothian labourers belong to churches of various denominations, Established (the Church of Scotland), Free, U.P. (United Presbyterian) and Methodists. Perhaps the bulk of them are Dissenters from the State Church. The Rev. Dr. Buchanan, parish minister of Dunbar, Mr. Marjoribanks, parish minister of Stenton, Dr. Robertson of Whittinghame, and Mr. Kerr, of Dirleton, were good enough to give me their experience of the tone of religion among the rural population and their evidence agrees in all points.

With regard to church attendance they are not regular. Since changing about from farm to farm has become so common they forget or neglect to "lift their lines." Consequently they get isolated and estranged from minister and Church.

The good old books once so much esteemed and read in Scottish cottages, the Holy Scriptures, Bunyan's "Pilgrim's Progress," Baxter's "Saints' Rest," &c. are seldom read now.

Penny weeklies, full of trash and fiction, form the bulk of Sunday literature.

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THE AGRICULTURAL LABOURER.

While deploring these things, the clergymen above-named, with the single exception of Mr. Kerr, who bore witness to the unsettled condition in his parish, already alluded to in my remarks *re* Dirleton parish (par. 114), spoke highly of the general character and behaviour of the agricultural labourer of the district.

The independent bearing of the labourer.

140. The independence of the labourer of present times, although it annoys some and is sometimes spoken of as being a bad feature, is not in my opinion indicative of any loss of sympathy for those with whom they have to do. Once a person gets over the want of politeness and courtesy, which is to a large extent a feature of Scottish character, there is something dignified and worthy of commendation in the rough and ready honesty of a Lothian hind. He may not be over-burdened with manners, but what he lacks in that quarter is fully made up in truth and honesty of purpose and action. A stranger accustomed to the scraping and bowing of an Irishman would resent the bold bearing of a Lothian labourer, but to a Scotch master it really means nothing, for he is accustomed to it.

If the hind has his own political or social opinions and records his vote according to his conscience, he has a perfect right to do so; and because those votes and opinions perhaps do not altogether coincide with the views of their masters, it is absurd to blame him or make out that he is too independent.

Discontented labourers.

141. Some are grumblers and discontented at all times. A few are inconsiderate; an odd one is unreasonable. Here is a good example of an unreasonable man with an unreasonable wife.

When visiting a farm in Mid Lothian, the farmer related the circumstances under which his steward was leaving him in three months. The cause of complaint was insufficient cottage accommodation. I decided to investigate the matter, and was taken to the cottage. It had been built by the Marquis of Lothian within the last five years, and looking at it from the outside, I should have said it was too good for a farm servant, and worth 10*l.* a year to any man. The house was two storeyed. On the ground floor, besides the kitchen, there was a bedroom and a large pantry with a peculiar press off it. This press was occupied by a bed in which a young man slept. The steward's wife said that she would not put up with a house where her boy had to sleep in a "cupboard," and it certainly did look an uncomfortable bunk. Upstairs I went, somewhat to the surprise of the woman. There were two doors. The first opened into a bedroom occupied by one or two girls; the second into a bedroom elegantly fitted up with many embellishments of high class life. I asked "whose room this was?" and was informed that "this room was the spare room." It appeared to me that a better arrangement would have been to make the downstairs pantry press the spare room, and say no more about want of accommodation. This was a monstrous case, and by far the most glaring that I met.

Except where cottages are not as good as they might be, the agricultural labourer is on the whole contented *in mind*. I could not say *in body* while so many keep shifting about from place to place, just for fun and fancy.

Morality.

142. The rate of illegitimacy in Mid and East Lothian when compared with the rest of Scotland is low. I have compiled some tables from the detailed reports of the Registrar General for the years 1871, 1890, and 1892, by reference to which (Appendices A. IX., X., XI.) you will observe that a very decided decrease in the per-centage of illegitimate to total number of births has taken place within the past 22 years.

In Mid Lothian the per-centage of illegitimacy in 1871 was 8·2.

In Mid Lothian the per-centage of illegitimacy in 1890 was 7·42.

In Mid Lothian the per-centage of illegitimacy in 1892 was 7·1.

In East Lothian the per-centage of illegitimacy in 1871 was 8·5.

In East Lothian the per-centage of illegitimacy in 1890 was 7·23.

In East Lothian the per-centage of illegitimacy in 1892 was 6·40.

Appendices A. X. and XI. give details of population and births for each rural parish* in the two counties. The city of Edinburgh and the seaport town of Leith are omitted when dealing with Edinburgh county.

The Rev. Dr. Buchanan and other clergymen when speaking on the subject stated that in 50 per cent. of the cases the parents of the illegitimate child eventually marry. In very many cases they are married shortly after the discovery is made, and I was informed that provided there is no serious obstacle, such as incompatibility of temper, insufficient means, or looseness of character, the clergymen to whose congregation the parties belong do all they can to bring about wedlock to hush up the scandal and cover the disgrace.

When going from place to place in this district I was struck by the proper behaviour of both men and women. I heard no lewd or nasty language used either on the farms or at hiring markets. I am disposed to ascribe some of the credit to the absence of the bondage system and the non-existence of permanent bothies; but notwithstanding this, it is certain that the farm labourers of the Lothians bring up their children discreetly and frequently in the nurture and admonition of the Lord. Nor must I forget to say that the high character of the Lothian farmers is a check upon immorality, whether in word or deed, among the labourers. Here we have no small farmers to speak about; no (or at least very few) men who have arisen from being hinds themselves to the station of an employer of labour. Everything on a farm is done quietly and in a decorous way. Rowdyism is promptly stopped by the stewards; but, as stated by these officials, the people are naturally quiet, decent, well-behaved folk, and if an accident does at times happen on a farm, the man and woman marry as soon as they can.

In some parts of Scotland which I happen to know intimately, the mother of an illegitimate child is not looked at askance, and I have heard of unmarried women under 30 with three or even four children, yet received by her fellow workers as if nothing had happened to damage her character. I think public opinion in the Lothians is of higher standard than that, and from the figures given in the tables of Appendix, I am warranted in saying that immorality is growing daily and yearly to be a sin more and more fought and guarded against.

Progress of education.

143. The benefit of free education is keenly felt by the agricultural labourers of the Lothians. Its full effects have not yet had time to be felt, but the probable consequences will be that any boys and girls whose inclinations are towards employment and occupation other than agricultural, will remain longer at school than they would otherwise have done.

I do not think that a very good or prolonged education is regarded as necessary or even useful for those whose tastes lie in farm work, and I expect that the old course of taking such a boy or girl from lessons and setting them to work between the ages of 13 and 15 will continue.

It is a regrettable fact that even among these well-paid and naturally intelligent labourers, literature and the pleasures of reading during spare moments are almost despised. I got many valuable pieces of information upon this branch of inquiry. It is generally accepted that in the daily work of a ploughman or ordinary labourer his best plan is to do what he is told, without putting forward his own opinion. His is hand not head-work. His services are valued according to the quantity and the quality of the labour he effects; and in carrying out the orders given to him, his own powers of calculation or reasoning are not in demand or request. He has very little need to think, for him it is to act. With gardeners, foresters, gamekeepers it is different; they have to scheme, design, devise, and arrange. Their mental faculties are constantly called into play, and this explains the statement made by Dr. Macdonald: "I find greater vitality, energy, obser-" vance, and general intelligence among men like shep-" herds, foresters, stewards, gardeners, and game-" keepers than among ploughmen. I attribute this to " the little responsibility borne by ploughmen. Their " minds get into a drowsy and torpid condition."

In the Saltoun garden bothy I found the following weekly and monthly magazines:—

"Work," "The Garden," "The Gardening World," "The Gardener's Chronicle," and "The Daily Scotsman." These are supplied by Mr. Fletcher, of Saltoun, and read through and through by the four occupants of the bothy. The foreman said that were Mr. Fletcher to discontinue these papers they would subscribe to keep them on, for "it was their evening's amusement to read them."

* As the Report for 1892 does not give details of parishes, it cannot be here quoted.

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B.—II. EDINBURGH AND HADDINGTON.

In sad contrast to this comes Mr. Kerr's evidence from Dirleton. Some few years ago a free reading room supplied with useful books and papers was started in Dirleton for the sole benefit of the labourers. At first it was patronised, but gradually the attendance dwindled away, until nobody except a few shopkeepers went near it. It had to be abandoned. "Let a travelling menagerie or threepenny show come round and everybody flocks to it, but with books or anything that lacks excitement the agricultural labourer has no patience."

Instruction required in cottage gardening and floriculture.

144. One way in which much benefit might be conferred on the farm labourer of these two counties occurred to me from time to time while inspecting houses and gardens.

Their knowledge of cottage gardening is very limited and imperfect. Although I saw many well-kept gardens, still there was a complete absence of what I might call "intensified" management. The rotation of crops now in vogue is too narrow. Many useful and suitable herbs and vegetables are ignored. Floriculture is not understood. Now, the Lothian labourer is naturally fond of flowers and gardening, and it would be a great matter if he were taught how to make the most out of his little garden. At present there is too much of the "kale yard" about a hind's garden; it is planted with a few crops which come under the general term "greens," but the system of "pull a cabbage and plant a cabbage" is never followed. Consequently a garden does not return its full value to its owner. Technical education has been designed to meet this case, and there can be little reason to doubt that a practical instructor would be welcomed in these localities. To me it would appear, that a thorough knowledge of cottage gardening, and for the women, cottage economy, would tend to settle the labourers and mitigate the many evils consequent on the flitting mania, When a man and wife appreciate the pleasures of a good house and pretty and productive garden, and have no faults with their employer or employment, they are less likely to shift their quarters than when both house and garden are in a hugger-mugger confusion.

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Absence of paupers.

145. Among the rural population of the Lothians there is a conspicuous absence of pauperism. What is known as pronounced want or starvation, that is where a family or individual has not sufficient for his or their daily requirements of food, really does not exist. There are none who live from hand to mouth or from day to day, for all are in regular and continuous service and paid accordingly. An inveterate idler or hopeless ne'er do weel is looked upon as a creature to be despised. "Tramp" is a word commonly applied to persons with no fixed abode and no occupation; and to liken a person to a tramp is an unpardonable insult among the farm-servants of the Lothians.

People seldom remain long out of employment, unless in delicate health. There is no congestion of labourers or lack of opportunities for earning daily bread. Persons unwilling to work drift away to the towns, where they may be seen lounging about, hands in pockets, or standing in little knots at the street corners.

The general condition of the agricultural labourer in this district is, I am persuaded, very good. Better, under the circumstances which are at present so detrimentally affecting his employer, it were almost wrong to wish it to be.

He is a good man, worthy of his hire, and fully entitled to the esteem in which he is held by his master.

I have, &c.

(Signed) R. HUNTER PRINGLE,
Assistant Commissioner
for Scotland.

APPENDICES.

APPENDIX A.

STATISTICAL.

Index to Appendix A.

A. I. Table showing number of families, houses and population of East Lothian in the years 1871, 1881, 1891.

A. II. Table of comparison, showing *per-centages* of increase and decrease.

A. III. Similar table, but excluding certain parishes, not purely agricultural.

A. IV. Table showing *per-centages* of increase and decrease in cottages and families.

A. V. Similar table, but excluding certain parishes, not purely agricultural.

A. VI. Tables showing changes in cultivation and acreages under crops 1882 and 1892.

A. VII. Table giving details of green crops for 1882 and 1892.

A. VIII. Table giving Fiars prices and prices of oatmeal from 1840 to 1893.

A. IX. Table showing statistics of births, legitimate and illegitimate, for Scotland, by districts and divisions, years 1871, 1890, 1892. Also supplying full particulars of the South-Eastern division to which Edinburgh and Haddington belong.

A. X. Table showing births in Haddington *by Parishes* in 1871 and 1890.

A XI. Table showing births in rural Parishes of Edinburgh in 1871 and 1890.

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A. 1.—TABLE showing NUMBER OF FAMILIES, HOUSES, and POPULATION of East Lothian in the Years 1871, 1881, 1891: Agricultural Parishes and portions of Parishes *only*.

Parish.	Separate Families.			Houses.									Increase or Decrease, 1891 with 1871.			Population.									Increase or Decrease, 1891 with 1871.			No. of Parish.
				Inhabited.			Uninhabited.			Building.						Males.			Females.			Totals.						
	1871.	1881.	1891.	1871.	1881.	1891.	1871.	1881.	1891.	1871.	1881.	1891.	Inhabited	Uninhabited	Building.	1871.	1881.	1891.	1871.	1881.	1891.	1871.	1881.	1891.	Males.	Females.	Total.	
1. Aberlady	234	230	244	201	216	232	15	30	28	2	0	2	+31	+13	—	438	461	508	551	536	551	989	997	1,059	+ 70	No change.	+ 70	1
2. Athelstaneford.	200	167	171	194	165	169	22	40	23	0	0	0	−25	+ 1	—	406	361	335	458	401	410	844	762	745	− 71	− 28	− 99	2
3. Bolton	73	73	67	73	72	62	4	9	15	0	0	0	−11	+11	—	181	164	134	183	173	137	364	337	271	− 47	− 46	− 93	3
4. Dirleton	333	330	314	305	313	289	29	39	56	0	3	6	−16	+27	+ 6	667	705	704	752	801	737	1,419	1,506	1,441	+ 37	− 15	+ 22	4
5. Dunbar	344	335	334	316	333	320	10	17	25	2	8	0	+ 4	+15	− 2	720	764	689	831	876	800	1,551	1,640	1,489	− 31	− 31	− 62	5
6. Fala and Soutra.	24	23	17	23	23	17	3	3	9	0	0	0	− 6	+ 6	—	60	57	44	60	54	36	120	111	80	− 16	− 24	− 40	6
7. Garvald	178	159	136	175	157	131	15	20	35	0	1	0	−44	+20	—	409	398	281	423	360	319	832	758	600	−128	−104	−232	7
8. Gladsmuir	383	351	334	378	346	329	44	60	23	0	0	0	−49	−21	—	935	915	813	928	832	791	1,863	1,747	1,604	−122	−137	−259	8
9. Haddington	349	332	305	330	328	294	30	36	49	2	0	0	−36	+19	− 2	819	773	708	910	859	737	1,728	1,617	1,445	−110	−173	−283	9
10. Humbie	199	188	171	197	179	165	17	25	28	1	0	1	−32	+11	—	486	466	415	481	441	413	967	907	828	− 71	− 68	−139	10
11. Innerwick	183	177	184	176	176	167	16	23	26	0	0	1	− 9	+10	+ 1	439	376	381	453	401	380	892	777	761	− 58	− 73	−131	11
12. Morham	47	46	45	47	46	45	11	8	8	0	0	0	− 2	− 3	—	96	99	93	108	110	106	204	209	199	− 3	− 2	− 5	12
13. North Berwick.	190	184	144	183	178	137	22	48	16	5	2	1	−46	− 6	− 4	431	457	339	500	520	323	931	977	662	− 92	−177	−269	13
14. Oldhamstocks.	113	109	103	112	107	102	13	12	15	0	0	0	−10	+ 2	—	222	204	206	266	245	228	488	449	434	− 16	− 38	− 54	14
15. Ormiston	196	212	232	175	199	224	17	16	12	0	0	3	+49	− 5	+ 3	433	531	606	478	495	572	911	1,026	1,178	+173	+ 94	+267	15
16. Pencaitland	288	257	248	281	246	243	60	48	31	2	4	0	−38	+ 1	− 2	622	532	549	698	575	576	1,320	1,107	1,125	− 73	−122	−195	16
17. Prestonkirk	448	439	422	354	421	410	30	34	45	1	4	0	+56	+15	− 1	905	918	858	1,026	1,011	940	1,931	1,929	1,798	− 47	− 86	−133	17
18. Prestonpans	*	62	67	—	59	63	—	6	2	—	0	0	—	—	—	—	137	159	—	151	240	—	288	399	—	—	—	18
19. Saltoun	136	131	111	131	131	110	28	13	27	0	0	0	−21	− 1	—	322	281	256	325	294	239	647	575	495	− 66	− 86	−152	19
20. Spott	122	112	102	111	111	100	11	23	23	0	0	0	−11	+12	—	263	256	219	297	323	253	560	579	472	− 44	− 44	− 88	20
21. Stenton	140	132	131	132	131	129	14	10	19	0	0	3	− 3	+ 5	+ 3	292	312	263	320	282	296	612	594	559	− 29	− 24	− 53	21
22. Tranent	528	617	632	424	599	620	69	54	79	30	4	0	+196	+10	−30	1,243	1,473	1,605	1,286	1,490	1,476	2,529	2,963	3,081	+362	+190	+552	22
23. Whitekirk	237	218	204	232	217	201	19	23	29	0	0	0	−31	+10	—	500	485	412	573	566	521	1,073	1,051	933	− 88	− 52	−140	25
24. Whittingham	137	136	124	137	133	123	10	19	18	2	2	0	−14	+ 8	− 2	324	316	285	333	323	301	657	639	586	− 39	− 32	− 71	24
25. Yester	230	216	182	192	181	176	18	39	58	0	1	0	−14	+40	—	500	451	350	534	473	366	1,034	924	716	−150	−168	−318	25
Totals	5,392	5 160	4,857	4,879	5,008	4,795	497	649	697	47	29	17	−84	+200	−30	11,712	11,760	11,053	12,754	12,421	11,509	24,466	24,181	22,561	−659	− 1,246	− 1,905	

* The Census figures for Prestonpans for 1871 do not distinguish between burgh and landward. As this table refers *only* to agricultural parishes and portions of parishes, the figures for Prestonpans are not included in the totals, although they appear in Column 18.

NOTE.—In the case of town parishes only the landward portion is taken into account.

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TABLES of COMPARISON showing PER-CENTAGES of INCREASE and DECREASE.

A. II.

Population.

In 1881 as compared with 1871.			In 1891 as compared with 1881.			In 1891 as compared with 1871.		
East Lothian.	Increase.	Decrease.	—	Increase.	Decrease.	—	Increase.	Decrease.
Males - - -	·40	—	Males - - -	—	6·01	Males - - -	—	5·62
Females - - -	—	2·61	Females - -	—	7·35	Females - -	—	9·77
Total - -	—	1·16	Total - -	—	6·69	Total - -	—	7·78

A. III.

Excluding 1. Aberlady where the population is largely composed of attendants on golf players.
,, 4. Dirleton ,, ,, ,, ,,
,, 15. Ormiston ,, ,, miners.
,, 22. Tranent ,, ,, ,,

In 1881 as compared with 1871.			In 1891 as compared with 1881.			In 1891 as compared with 1871.		
East Lothian.	Increase.	Decrease.	—	Increase.	Decrease.	—	Increase.	Decrease.
Males - - -	—	3·81	Males - - -	—	11·17	Males - - -	—	14·56
Females - - -	—	6·07	Females - -	—	10·18	Females - -	—	15·61
Total - -	—	4·99	Total - -	—	10·66	Total - -	—	15·92

A. IV.

Houses and Families.

In 1881 as compared with 1871.			In 1891 as compared with 1881.			In 1891 as compared with 1871.		
East Lothian.	Increase.	Decrease.	—	Increase.	Decrease.	—	Increase.	Decrease.
Inhabited house -	2·64	—	Inhabited house -	—	4·25	Inhabited house	—	1·72
Uninhabited house -	30·6	—	Uninhabited house -	7·39	—	Uninhabited house -	40·24	—
Houses building -	—	30·29	Houses building -	—	41·38	Houses building -	—	63·83
Families -	—	4·13	Families -	—	6·03	Families -	—	9·92

A. V.

Excluding 1. Aberlady. 4. Dirleton. 15. Ormiston. 22. Tranent.

In 1881 as compared with 1871.			In 1891 as compared with 1881.			In 1891 as compared with 1871.		
East Lothian.	Increase.	Decrease.	—	Increase.	Decrease.	—	Increase.	Decrease.
Inhabited house -	—	2·46	Inhabited house -	—	6·81	Inhabited house -	—	9·11
Uninhabited house -	38·96	—	Uninhabited house -	2·35	—	Uninhabited house -	42·23	—
Houses building -	46·99	—	Houses building -	—	72·72	Houses building -	—	60·0
Families -	—	7·82	Families -	—	9·12	Families -	—	16·24

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A. VI.

TABLE showing Changes in Cultivation and Acreages under Crops, 1882 and 1892.

Extracted from Agricultural Returns.	Haddingtonshire. Agricultural Returns. 1882.	1892.	Increase or Decrease.	Increase or Decrease per Cent.	Edinburghshire. Agricultural Returns. 1882.	1892.	Increase or Decrease.	Increase or Decrease per Cent.
Total acreage under all kinds of crops, bare fallow, and grass.	116,855	111,868	− 4,987	− 4·26	136,095	138,835	+ 2,740	+ 2·00
Corn crops	45,557	39,343	− 6,214	− 13·64	39,550	34,003	− 5,547	− 14·02
Green crops	24,552	24,410	− 142	− ·57	20,242	18,460	− 1,782	− 8·80
Clovers and grass under rotation.	28,281	28,553	+ 272	+ ·96	31,036	36,679	+ 5,643	+ 18·18
Permanent pasture	17,560	19,051	+ 1,491	+ 8·49	44,952	49,286	+ 4,334	+ 9·64
Totals	115,950	111,357	− 4,593	—	135,780	138,428	+ 2,648	—
Aggregate for two counties:—								
Total acreage under all kinds of crops, bare fallow, and grass.	252,950	250,703	− 2,247	− ·888	—	—	—	—
Corn crops	85,107	73,346	− 11,761	− 13·82 (almost).	—	—	—	—
Green crops*	44,794	42,870	− 1,924	− 4·3 (almost).	—	—	—	—
Clovers and grass under rotation.	59,317	65,232	+ 5,915	+ 9·97	—	—	—	—
Permanent pasture	62,512	68,337	+ 5,825	+ 9·31	—	—	—	—
Totals	251,730	249,785	− 1,955	—	—	—	—	—

* For details of green crop, *see* separate table (A. VII.)

A. VII.

Details of Green Crop, the growth of which entails a large amount of Labour.

—	Haddington. 1882.	1892.	Increase or Decrease.	Increase or Decrease Per Cent.	Edinburgh. 1882.	1892.	Increase or Decrease.	Increase or Decrease Per Cent.
Turnips and swedes	15,827	15,754	− 73	− nominal	11,876	12,126	+ 250	+ 2·10
Mangold, cabbages, and other green crops.	347	588	+ 241	+ 69·4	680	971	+ 291	+ 42·17
Potatoes	7,656	7,742	+ 86	+ 1·1	6,553	4,895	− 1,658	− 25·3
Totals	23,830	24,084	+ 254	+ 1·06	19,109	17,992	− 1,117	− 5·8
Aggregate for two counties:—								
Turnips and swedes	27,703	27,880	+ 177	+ ·63	—	—	—	—
Mangold, cabbages, and other green crops.	1,027	1,559	+ 532	+ 51·80	—	—	—	—
Potatoes	14,209	12,637	− 1,572	− 11·06	—	—	—	—
Totals	42,939	42,076	− 863	− 2·01	—	—	—	—

A. VIII.

Measure for Corn—one quarter of eight bushels.
,, for Oatmeal—one load of 20 stones.

Fiar's prices and prices of Oatmeal from 1840 to 1893. Haddingtonshire.

—	1840.	1841.	1842.	1843.	1844.	1845.	1846.	1847.	1848.	1849.	1850.
	s. d.	*s. d.*	*s. d.*	*s. d.*	*s. d.*	*s. d.*	*s. d.*	*s. d.*	*s. d.*	*s. d.*	*s. d.*
Wheat, 1st per quarter	67 2½	67 10½	52 0½	54 5½	48 9	59 9	69 2½	59 6½	56 10	40 3½	41 10½
,, 2nd ,,	61 9½	62 6	48 11	51 3½	46 5½	54 9½	63 11½	55 0½	51 7½	36 11½	39 8½
,, 3rd ,,	57 7½	56 7	45 8½	48 8½	44 3½	50 0½	58 8½	51 6½	47 9½	34 11	37 1½
Barley, 1st ,,	35 8½	36 1½	30 5½	33 11	34 7½	37 6	44 5½	34 10½	33 9	25 0½	27 1
,, 2nd ,,	33 2½	33 2½	28 3½	31 10½	32 7½	33 5½	40 1½	32 10½	31 6½	22 5½	25 9½
,, 3rd ,,	31 0	30 0½	25 11½	29 10	29 7½	29 5	37 3½	31 5½	29 2½	20 2½	24 3½
Oats, 1st ,,	27 1½	25 10½	21 7½	22 1½	23 3½	30 3½	39 6	26 11	24 6½	19 3½	20 9½
,, 2nd ,,	25 4½	24 5½	19 11½	21 0½	22 1½	28 4½	34 0½	25 2	22 3½	17 11	19 6½
,, 3rd ,,	23 11½	22 9½	18 3½	19 11½	21 0½	26 1½	30 6½	23 4½	20 6½	16 6½	18 6
Oatmeal per load	41 0	32 6	36 0	26 8	29 6	30 9	46 0	41 0	32 6	26 6	28 0
During the month of	May	May	May	May	May	March	May	May	May	May	August

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B.—II. EDINBURGH AND HADDINGTON.

A. VIII.—*continued.*

THE AGRICULTURAL LABOURER.

—	1851.	1852.	1853.	1854.	1855.	1856.	1857.	1858.	1859.	1860.	1861.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Wheat, 1st - per quarter	40 5½	51 1½	80 6½	77 2½	84 11	53 0	46 10½	45 4	47 10½	62 0½	62 2
„ 2nd - „	38 8½	46 11½	75 10½	72 11½	78 3½	42 10½	41 0½	43 7½	46 4½	58 3½	59 1
„ 3rd - „	36 9	43 2½	72 0½	67 6½	71 10½	38 0	37 2½	41 10½	44 8½	53 9	55 11
Barley, 1st - „	27 9½	42 8½	42 9	37 5½	45 1½	45 4½	37 5	35 2	39 1	45 9	35 6
„ 2nd - „	26 1½	30 10½	41 4½	35 8½	41 4½	41 4½	32 4	33 4½	37 9½	43 5	33 4½
„ 3rd - „	24 1	29 5	39 6½	33 7½	38 10½	37 3½	27 8½	31 5½	35 11½	39 6½	31 4
Oats, 1st - „	22 0½	22 5	32 9	32 11½	35 2	32 10	28 5½	26 4½	28 10½	32 4½	30 9½
„ 2nd - „	20 10½	21 4½	30 8½	30 11½	32 7½	27 1½	24 9½	24 1	27 7	30 6½	28 10½
„ 3rd - „	19 7½	20 2	27 9½	29 1½	30 0	24 2½	22 5½	22 8	26 1	28 3½	26 11½
Oatmeal, per load - - -	31 0	30 0	28 6	48 6	45 0	39 0	38 6	41 0	39 0	45 0	43 0
During month of - - -	May	May	Feb.	May	May	May	May	May	May	May	May

—	1862.	1863.	1864.	1865.	1866.	1867.	1868.	1869.	1870.	1871.	1872.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		s. d.
Wheat, 1st - per quarter	48 5½	42 6	37 10½	50 0½	61 1½	75 9½	53 6	48 3½	54 7½	Figures not reliable.	63 3
„ 2nd - „	45 9	40 1½	35 10	47 7	57 11	71 9½	49 11½	44 11½	53 1		58 8½
„ 3rd - „	42 1½	37 6	33 6½	44 11	53 2½	67 6½	47 5½	41 7½	51 4½		55 3
Barley, 1st - „	33 10½	35 0½	30 6½	35 11½	43 6	43 9½	47 2½	40 5½	38 1		39 10
„ 2nd - „	31 8½	32 4½	28 5½	34 4	41 1½	42 3	45 9	38 1	36 10½		37 11½
„ 3rd - „	28 8½	29 6½	26 3½	32 3	38 11½	40 3½	43 9½	36 2	35 0		35 7½
Oats, 1st - „	28 5½	23 10	22 2	27 11	32 1½	35 1½	32 9½	32 0½	28 3½		29 10½
„ 2nd - „	26 10	21 11½	20 7½	26 10½	30 3	33 7	31 3½	29 7½	26 10½		27 10½
„ 3rd - „	24 11½	20 6½	19 0	25 8½	28 3	32 1½	29 10½	27 3½	25 4		26 0½
Oatmeal, per load - - -	36 0	31 0	30 0	34 0	43 0	44 0	49 0	44 0	37 0	40 6	38 0
During month of - - -	May	Nov.	Sept.	April	May	May	May	May	May	May	May

—	1873.	1874.	1875.	1876.	1877.	1878.	1879.	1880.	1881.	1882.	1883.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Wheat, 1st - - per quarter	42 5½	64 7½	48 8½	46 8½	48 6	49 11½	42 9½	53 6½	41 11½	43 5½	40 6½
„ 2nd - - „	37 10½	60 10	45 5½	44 0½	44 10½	46 7½	40 0	46 9	38 7½	41 1½	37 7½
„ 3rd - - „	34 1½	56 10½	41 6	41 2	40 7	41 0½	37 10½	39 5½	35 9½	37 8½	33 5½
Barley, 1st - - „	35 4	45 11	40 1½	43 0½	39 0	38 0½	40 4½	41 6½	31 11½	36 8½	33 7½
„ 2nd - - „	32 8½	43 8	37 0	41 11½	37 1½	35 6½	38 9½	38 10½	27 8½	34 4½	31 11½
„ 3rd - - „	30 0½	41 2½	34 5½	40 0½	28 9	32 3½	36 8½	35 7½	25 0½	32 0½	29 10½
Oats, 1st - - „	30 6	32 6½	32 0½	33 2½	40 7	31 11½	27 4½	29 10½	26 4	26 11½	27 11
„ 2nd - - „	28 6	30 6½	30 6	30 11½	34 5½	30 0½	24 11½	28 1½	24 5½	25 6	26 6½
„ 3rd - - „	26 4½	28 4½	28 3½	29 10	27 0½	28 0½	23 2½	25 3	22 8½	23 7½	24 6½
Oatmeal - - per load	43 0	45 0	45 0	45 0	46 0	45 0	33 0	40 0	35 0	37 0	38 0
During month of - -	May	May	May	May	May	May	May	May	May	May	May

—	1884.	1885.	1886.	1887.	1888.	1889.	1890.	1891.	1892.	1893.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Wheat, 1st - - per quarter	33 11½	31 6	36 3	32 6½	37 2	32 2½	35 1½	42 6½	34 10½	30 5½
„ 2nd - - „	32 7½	30 2	34 5	31 2½	35 1½	31 3	34 0½	38 5½	33 1½	28 0½
„ 3rd - - „	30 7	29 1½	31 5½	29 10½	32 8½	29 11½	32 4½	36 4½	31 4½	27 1½
Barley, 1st - - „	31 11½	29 4½	30 9½	33 0½	32 5½	31 6½	31 0½	33 7½	31 5½	28 11½
„ 2nd - - „	29 11½	27 9½	28 8½	31 1½	30 2½	29 11½	29 7½	32 4	29 10½	27 11
„ 3rd - - „	28 0½	26 6½	26 2½	27 8½	27 11½	27 10½	27 6½	31 1½	27 8½	26 4½
Oats, 1st - - „	25 10½	25 5½	24 3	21 6½	25 5½	23 1½	22 10½	27 7½	23 11½	27 0
„ 2nd - - „	24 4½	24 3	23 0½	20 5½	24 1	22 0½	21 9½	25 10	22 9½	25 5½
„ 3rd - - „	22 6½	23 1½	21 9½	18 9½	22 5½	20 11½	20 11	24 7½	21 6½	22 11½
Oatmeal - - per load	39 0	37 0	35 6	33 6	29 0	28 0	32 0	35 0	35 0	37 0
During month of - - -	May	May	May	May	May	May	May	May	May	April

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A. IX.

TABLE showing Statistics of Births, Legitimate and Illegitimate, for Scotland, by Districts and Divisions, Years 1871, 1890, and 1892.

Also supplying full particulars of the South-Eastern Division to which Edinburgh and Haddington belong.

Civil Counties and Divisions.	(1.) Population to middle of Year 1871.	(2.) Number of Persons to each Square Mile.	(3.) Areality or Number of Acres to each Person.	Births, 1871. (4.) Total Births.	Males.	Females.	(5.) Total Illegitimate.	(6.) Per-centage of Illegitimate to Births.
Scotland - - -	3,367,922	113	5·6	116,128	—	—	11,077	9·5
GROUPS OF DISTRICTS.								
1. Principal towns - -	1,073,608	—	—	40,442	—	—	3,724	9·2
2. Large towns - -	335,911	—	—	12,599	—	—	979	7·8
3. Small towns - -	777,721	—	—	26,507	—	—	2,432	9·2
4. Mainland rural -	1,048,797	—	—	32,825	—	—	3,729	11·4
5. Insular rural - -	131,885	—	—	3,755	—	—	213	5·7
DIVISIONS.								
I. Northern - -	127,191	34·9	18·3	3,108	—	—	250	8·4
II. North-Western - -	166,351	23	27·7	4,369	—	—	300	6·9
III. North-Eastern - -	393,199	108	5·9	12,868	—	—	1,958	15·2
IV. East Midland - -	559,676	139	4·59	18,011	—	—	1,805	10·0
V. West Midland - -	251,088	60	10·5	7,974	—	—	619	7·8
VI. South-Western - -	1,183,218	524	1·2	46,814	—	—	3,794	8·1
VII. South-Eastern - -	475,523	261	2·45	16,810	—	—	1,448	8·6
VIII. Southern - -	203,772	65·5	9·77	6,174	—	—	903	14·6
SOUTH-EASTERN DIVISION.								
Linlithgow - - -	41,379	344·8	1·85	1,770	—	—	158	8·9
Berwick - - -	36,382	79·0	8·1	1,113	—	—	121	10·9
Peebles - - -	12,218	34·4	18·5	379	—	—	33	8·7
Selkirk - - -	19,651	76·4	8·37	786	—	—	90	11·4
HADDINGTON - - -	37,755	139	4·59	1,160	—	—	99	8·5
EDINBURGH - - -	328,138	906	·76	11,602	—	—	947	8·2

Civil Counties and Divisions.	(1.) Population to middle of Year 1890.	(2.) Number of Persons to each Square Mile.	(3.) Areality or Number of Acres to each Person.	Births, 1890. (4.) Total Births.	Males.	Females.	(5.) Total Illegitimate.	(6.) Per-centage of Illegitimate to Births.
Scotland - - -	4,003,132	134·4	4·76	121,526	62,187	59,339	9,241	7·60
GROUPS OF DISTRICTS.								
1. Principal towns - -	1,578,068	—	—	50,861	—	—	3,746	7·36
2. Large towns - -	462,201	—	—	15,233	—	—	906	5·94
3. Small towns - -	834,989	—	—	25,640	—	—	1,848	7·21
4. Mainland rural - -	1,001,607	—	—	26,978	—	—	2,594	9·62
5. Insular rural - -	126,272	—	—	2,814	—	—	147	5·22
DIVISIONS.								
I. Northern - -	118,659	32·5	19·6	2,645	—	—	193	7·30
II. North-Western -	163,987	22·8	27·9	3,926	—	—	238	6·06
III. North-Eastern - -	482,411	118·4	5·4	12,770	—	—	1,684	13·19
IV. East Midland - -	627,071	156·1	4·09	17,167	—	—	1,383	8·06
V. West Midland - -	312,406	75·99	8·44	9,045	—	—	521	5·76
VI. South-Western - -	1,549,336	687·	·93	53,210	—	—	3,230	6·07
VII. South-Eastern - -	595,544	326·27	1·96	17,448	—	—	1,288	7·38
VIII. Southern - -	203,718	65·47	9·77	5,320	—	—	704	13·23
SOUTH-EASTERN DIVISION.								
Linlithgow - - -	52,673	438·94	1·4	2,058	—	—	143	6·95
Berwick - - -	32,527	70·61	9·06	787	—	—	74	9·40
Peebles - - -	14,580	41·12	15·56	302	—	—	17	5·63
Selkirk - - -	27,938	108·66	5·88	757	—	—	51	6·74
HADDINGTON - - -	37,579	138·66	4·61	968	—	—	70	7·23
EDINBURGH - - -	480,247	1188·19	·53	12,571	—	—	933	7·42

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A. IX.—*continued.*

Civil Counties and Divisions.	(1.) Population Census 1891.	(2.) Number of Persons to each Square Mile.	(3.) Areality or Number of Acres to each Person.	Births 1892. (4.) Total Births.	Males.	Females.	(5.) Total Illegitimate Births.	(6.) Per centage of Illegitimate Births.
Scotland.	4,025,647	135	4·7	125,011	64,371	60,640	9,183	7·345
GROUPS OF DISTRICTS.								
1. Principal town districts -	1,454,327	—	—	47,279	24,383	22,896	3,472	7·343
2. Large towns - -	477,496	—	—	16,252	8,255	7,997	986	6·06
3. Small towns - -	826,620	—	—	26,270	13,603	12,667	1,838	6·99
4. Mainland rural - -	1,141,252	—	—	32,347	16,628	15,719	2,714	8·39
5. Insular rural - -	125,952	—	—	2,863	1,502	1,361	173	6·04
DIVISIONS.								
I. Northern - -	118,237	32	19·7	2,599	1,367	1,232	206	7·92
II. North-Western -	163,836	23	27·4	3,944	2,033	1,911	235	5·95
III. North-Eastern - -	433,580	119	5·4	12,623	6,636	5,987	1,584	12·54
IV. East Midland - -	629,035	156	4·1	17,751	9,168	8,583	1,361	7·66
V. West Midland - -	314,840	76	8·4	9,569	4,867	4,702	562	5·87
VI. South-Western -	1,563,253	693	·9	55,915	28,763	27,152	3,323	5·94
VII. South-Eastern - -	599,170	328	1·9	17,568	9,003	8,565	1,236	7·03
VIII. Southern - -	203,696	65	9·8	5,042	2,534	2,508	676	13·40
SOUTH-EASTERN DIVISION.								
Linlithgow - - -	53,441	440	1·4	2,098	1,085	1,013	114	5·43
Berwick - - -	32,311	70	9·1	733	397	336	74	10·09
Peebles - - -	14,654	42	15·4	383	201	182	28	7·31
Selkirk - - -	27,618	106	6·0	671	377	294	55	8·19
HADDINGTON - -	37,500	138	4·6	968	488	480	62	6·40
EDINBURGH COUNTY - -	433,646	1197·58	·53	12,715	6,455	6,260	903	7·1
City of Edinburgh and Leith -	333,497	21,516	·0029	9,453	4,824	4,629	712	7·53
Rural District - -	100,149	289	2·2	3,262	1,631	1,631	191	5·85

A. X.

TABLE showing Births in Haddington, by Parishes, in 1871 and 1890.

Name of Parish.	1871. Population, Census, 1871.	Total Births, including Illegitimate. Males.	Females.	Total.	Illegitimate. No.	Percentage.	Name of Parish.	1890. Population, Census, 1891.	Total Births, including Illegitimate. Males.	Females.	Total.	Illegitimate. No.	Percentage.
Aberlady - -	1,022	14	9	23	4	17·4	Aberlady - -	1,063	11	15	26	2	7·7
Athelstaneford -	814	18	6	24	2	8·3	Athelstaneford -	745	4	9	13	—	—
Bolton - -	364	5	1	6	—	—	Bolton - -	271	2	—	2	1	50·0
Dirleton - -	1,419	12	17	29	2	6·9	Dirleton - -	1,445	15	16	31	—	—
Dunbar - -	4,982	81	69	150	13	8·6	Dunbar - -	5,210	64	84	148	12	8·1
Garvald - -	832	16	12	28	3	10·7	Garvald - -	600	6	8	14	—	—
Gladsmuir - -	1,863	41	27	68	6	8·8	Gladsmuir - -	1,604	16	21	37	3	8·1
Haddington -	5,735	83	74	157	11	7·0	Haddington -	5,216	67	61	128	13	10·1
Humbie - -	967	15	12	27	3	11·1	Humbie - -	828	8	11	19	2	10·5
Innerwick - -	892	14	11	25	—	—	Innerwick - -	761	7	9	16	1	6·2
Morham - -	204	2	4	6	—	—	Morham - -	199	1	2	3	—	—
North Berwick -	2,373	39	35	74	11	14·8	North Berwick -	3,038	36	30	66	6	9·0
Oldhamstocks -	592	9	6	15	4	26·6	Oldhamstocks -	529	8	6	14	2	14·3
Ormiston - -	911	16	16	32	1	3·1	Ormiston - -	1,178	17	22	39	5	12·8
Pencaitland -	1,320	20	29	49	6	12·2	Pencaitland -	1,125	9	16	25	2	8·0
Prestonkirk -	1,931	29	15	44	5	11·3	Prestonkirk -	1,798	19	24	43	3	6·99
Prestonpans -	2,069	43	34	77	5	6·5	Prestonpans -	2,659	45	41	86	6	6·99
Salton - -	647	8	6	14	2	14·3	Salton - -	495	3	4	7	—	—
Spott - -	560	6	12	18	1	5·5	Spott - -	472	6	7	13	1	7·69
Stenton - -	612	8	7	15	2	13·3	Stenton - -	559	1	5	6	—	—
Tranent - -	4,852	101	96	197	11	5·6	Tranent - -	5,470	97	77	174	8	4·59
Whitekirk - -	1,073	18	12	30	2	6·6	Whitekirk - -	933	11	12	23	1	4·3
Whittingham -	657	10	14	24	1	4·1	Whittingham -	586	13	6	19	1	5·2
Yester - -	1,034	16	12	28	4	14·3	Yester - -	716	9	7	16	1	6·2
Totals - -	37,755	624	536	1,160	99	8·5	Totals - -	37,500	475	493	968	70	7·23

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A. XI.

TABLE showing Births in Rural Parishes in Edinburgh 1871 and 1890.

Name of Parish.	1871. Population, Census, 1871.	Total Births, including Illegitimate.			Illegitimate.		Name of Parish.	1890. Population, Census, 1891.	Total Births, including Illegitimate.			Illegitimate.	
		Males.	Females.	Total.	No.	Percentage.			Males.	Females.	Total.	No	Percentage.
Borthwick - -	1,494	19	23	42	4	9·5	Borthwick - -	1,410	26	21	47	4	8·5
Carrington - -	712	17	11	28	6	21·4	Carrington - -	563	9	8	17	3	17·6
Cockpen - -	2,481	47	39	86	6	7·0	Cockpen - -	3,387	50	53	103	4	3·88
Colinton - -	3,644	75	60	135	41	30·3	Colinton - -	4,540	75	55	130	19	14·6
Corstorphine -	1,783	28	24	52	3	5·7	Corstorphine -	2,332	25	21	46	3	6·5
Cramond - -	3,020	35	46	81	4	4·9	Cramond - -	3,066	41	26	67	1	1·49
Cranston - -	1,036	8	16	24	1	4·1	Cranston - -	862	8	18	26	3	11·5
Crichton - -	1,223	29	22	51	4	7·8	Crichton - -	943	7	8	15	2	11·7
Currie - -	2,360	43	39	82	2	2·4	Currie - -	2,574	35	31	66	2	3·0
Dalkeith - -	7,667	136	120	256	18	7·0	Dalkeith - -	7,704	119	129	248	12	4·8
Portobello, 1 -	5,481	87	77	164	14	8·5	Portobello, 1 -	8,182	116	99	215	13	6·0
„ 2 -	970	18	18	36	2	5·5	„ 2 -	1,574	11	14	25	2	8·0
Fala and Soutra -	364	6	5	11	1	9·0	Fala and Soutra -	248	—	2	2	—	—
Glencross - -	1,153	21	20	41	2	4·8	Glencross - -	1,451	21	16	37	1	2·7
Heriot - -	414	10	6	16	2	12·5	Heriot - -	417	7	4	11	—	—
Inveresk - -	10,068	167	161	328	26	7·9	Inveresk - -	11,506	180	179	359	17	4·7
Kirknewton -	2,213	43	47	90	10	11·1	Kirknewton -	3,355	68	50	118	5	4·2
Lasswade - -	7,098	155	106	261	23	8·7	Lasswade - -	10,455	161	173	334	18	5·3
Liberton - -	3,791	59	68	127	16	12·6	Liberton - -	6,232	98	120	218	12	5·5
Mid Calder - -	1,634	24	36	60	3	5·0	Mid Calder - -	3,126	67	61	128	9	7·0
Newbattle - -	2,424	52	44	96	6	6·2	Newbattle - -	2,813	50	37	87	2	2·3
Newton - -	1,181	15	26	41	4	9·7	Newton - -	1,180	19	16	35	4	11·4
Penicuik - -	3,765	52	60	112	5	4·4	Penicuik - -	4,914	65	72	137	12	8·7
Ratho - -	1,744	33	30	63	5	7·9	Ratho - -	1,839	25	31	56	4	7·1
Stobhill - -	2,447	54	51	105	13	12·3	Stobhill - -	3,501	59	53	112	10	8·9
Stow - -	1,957	38	27	65	9	13·8	Stow - -	1,811	21	20	41	1	2·4
Temple - -	658	6	12	18	4	22·0	Temple - -	455	11	8	19	2	10·5
West Calder -	7,865	206	199	405	21	5·1	West Calder -	8,456	164	144	308	18	5·8
Totals - -	80,652	1,483	1,393	2,876	255	8·8	Totals - -	98,965	1,538	1,469	3,007	183	6·08

APPENDIX B.

AGRICULTURAL.

INDEX TO APPENDIX B.

B. I.—Particulars of an estate in Haddingtonshire, showing size of farms, extent of woods, and number of labourers' cottages built and repaired since 1853.
B. II.—Similar particulars of Broxmouth Estate, near Dunbar.
B. III.—Table giving particulars of crops, labourers, horses, and cottages on 25 farms in Mid and East Lothian, with relative proportions of horses and labourers to acres.
B. IV.—Statement showing manual labour and its cost on an acre of potatoes.
B. V.—Tables, giving particulars respecting ages and durations of service of labourers on the farms of Dodridge and Peaston, East Barns and Oxwellmains, and Hatton Mains.

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B.—II. EDINBURGH AND HADDINGTON.

THE AGRICULTURAL LABOURER.

B. I.

PARTICULARS of an Estate in Haddingtonshire, showing size of Farms, extent of Woods, and number of Labourers' Cottages built and repaired since 1853.

(Information supplied by the Factor.)

No. of Farm.	Arable.	Pasture, Houses, and Buildings.	Total Arable and Pasture.	Woods and Plantations.	Gross Total.	Number of Cottages, since 1853.	
						Built.	Repaired.
	Acres.	Acres.	Acres.	Acres.	Acres.		
1	537·109	78·097	615·206	330·599	945·805	9	3
2	381·107	6·918	388·205	4·277	392·302	8	1
3	341·331	9·713	351·054	2·381	353·435	8	—
4	404·028	10·516	414·544	—	414·544	7	3
5	377·142	8·465	385·607	8·056	393·663	7	2
6	430·966	28·392	459·607	—	459·358	8	1
7	171·486	14·921	186·407	10·492	196·899	3	—
8	170·191	4·992	175·183	4·449	179·632	3	—
9	461·776	152·869	614·645	28·543	643·188	4	3
10	366·950	28·205	395·155	108·027	503·182	2	2
11	166·916	13·475	180·391	13·906	194·297	3	—
12	470·259	872·696	1342·955	51·246	1394·201	6	1
13	413·955	116·782	530·737	9·657	540·394	11	2
14	383·338	90·567	473·905	0·859	474·764	9	3
15	392·790	9·321	402·111	36·234	438·345	6	4
16	296·512	4·517	301·029	7·749	308·778	4	2
17	584·466	1280·562	1865·028	53·303	1918·331	5	2
18	484·473	1238·342	1722·815	28·427	1751·242	4	2
19	495·674	115·965	611·639	6·987	618·626	3	2
Feus and pendicles	8·583	10·358	18·941	—	18·941	—	—
Total	7339·052	4095·683	11434·735	705·192	12139·927	110	33

Average area of farms, excluding feus and pendicles, woods and plantations, 600 acres.
Average proportions of arable and pasture respectively on farms—

Arable	60·4 per cent.
Pasture	39·6 „
Total	100·0 „

Proportion of woods and plantations to arable	9·60 per cent.
„ „ arable and pasture	6·16 „
„ „ gross area	5·8 „

B. II.

PARTICULARS of Broxmouth Estate, the property of His Grace the Duke of Roxburgh. This estate is in the Dunbar district.

(Information supplied by Mr. Brunton, factor.)

Farms.	Description of Soil.	Area available for Cultivation or Pasture.	Area under Wood and Plantation.	Gross Area.	Number of Labourers' Cottages built and repaired since 1872.
			Acres.	Acres.	
West Meikle Pinkerton	Light	All	19·0	470·0	3 built, 6 repaired.
Boonslie	Moorland	All	8·0	400·0	1 repaired.
East Meikle Pinkerton	*Under half* is red sandstone, light. *Upper half* is red clay, heavy.	All	8·0	400·0	10 built and repaired.
* The Brunt	Light	389·0	50·0	450·0	4 built.
Oxwell Mains	Generally light on gravel subsoil.	All	None	557·0	6 built and 3 being built.
Little Pinkerton	Light and gravelly loam	315·0	None	330·0	1 built.
	Total	—	75·0	2607·0	34 built and repaired.

* The Brunt is a high lying farm, and the soil is second rate. Shelter for stock is necessary, hence the large area under wood.

Proportion of woods and plantations to gross area	2·88 per cent.
Excluding the Brunt. Woods and plantations to gross area	1·11 „

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B. III.

PARTICULARS of Farm Crops, Labourers, Horses and Cottages on Twenty-five Farms.

No. of Farm.	Employers' Names.	District.	1. Gross Area.	2. Permanent Pasture.	3. Average Acreage. Corn.	Turnips.	Potatoes.	Hay.	4. No. of Horses.	5. Regular Labourers. Men.	Boys and Women.	6. Cottages on Farm.	7. Sub-let or Empty.	Labour Bill per Acre.	Reference to Details of Labour Bill, App. C I.
			Acres.	Acres.	Acres.	Acres.	Acres.	Acres.						£ s. d.	Nos.
1	R. Ainslie	Pathhead	824	—	375	150	20	70	22†	27	23	27	1	2 2 0	1
2	R. Anderson	Pinkerton	500	—	220	85	80	32	15	13	12	12	—	2 2 6	2
3	J. F. Bayley	Halls	2,150	1,350	200	120	—	—	12	10	6	17	6	0 17 6	3
4	St. C. Cunningham	Tranent	420	—	163	75	44	81	14	17	14	11	—	2 14 0	4
5	W. Davidson	Belhaven	96	—	38	16	30*	12	5	4	2	5	3	3 0 0	—
6	J. Dobbie	Dalkeith	310	—	175	23	58	54	11†	11	12	8	—	2 15 0	5
7	Elder	Haddington	320	—	180	53	35	30	10	7	5	7	—	1 11 0	6
8	C. Frazer	Pinkerton	430	30	150	50	80	—	14	13	14	10	—	2 10 0	2
9	P. Fyshe	Dunbar	256	—	92	40	80	40	10	11	8	13	2	3 4 0	7
10	George Ford	Drem	658	—	244	68	72	70	20	22	10	20	—	2 0 0	8
11	Do.	Liberton	260	16	120	40	40	40	8	9	5	10	2	2 10 0	5
12	Gillespie	Athelstaneford	295	—	142	50	30	35	9	7	3	9	2	1 12 0	—
13	Handyside	Fenton	570	—	280	110	60	50	18	20	13	21	—	—	8
14	Harper	Cranston	535	70	160	74	6	25	11	10	6	14	2	1 7 0	6
15	James Hope	Dunbar	1,300	300	300	180	335	100	40	45	38	32	—	3 12 0	7
16	Do.	Ballencrieff	620	—	310	133	70	120	18	17	16	14	—	2 8 0	—
17	T. P. Hope	East Linton	380	—	190	60	70	60	9	12	9	14	—	2 10 0	8
18	McEwen	North Berwick	300	12	150	50	50	50	10	9	4	10	1	1 17 6	—
19	C. Nelson	Innerwick	400	20	190	65	65	10	13	12	12	13	1	2 11 0	7
20	Robertson	Drem	375	8	160	60	40	60	11	10	6	8	2	1 15 0	—
21	C. Smith	Whittingham	400	—	—	—	—	—	—†	10	10	—	—	2 0 0	5
22	Torrance	Dalkeith	350	20	165	65	20	82	11	10	—	10	2	1 12 6	6
23	Wilson	Cockburnspath	1,750	1,050	120	7	20	—	11	8	7	7	—	1 5 0	3
24	Yule	North Berwick	260	77	95	33	33	33	7	6	3	6	2	1 8 0	—
25	Stoddart	Pencaitland	430	9	210	100	35	70	13	11	11	10	—	2 3 0	4
			14,189	2,962	4,729	1,775	1,373	1,124	322	331	249	308	26	—	—

* Carrots instead of potatoes.

† Have steam tackle in addition to horses.

RELATIVE PROPORTIONS of Horses and Labourers to Acres.

—	Per 100 Acres Gross.	Per 100 Acres Arable.	Per 100 Acres under Crops.
Number of horses (exclusive of riding and driving).	2·27	2·8	3·57
Labourers, regular and constant:—			
Men and strong lads	2·33	2·9	3·67
Women and young boys	1·75	2·21	2·76
	4·08	5·11	6·44
Cottages occupied by labourers	2 almost	2·51	3·13

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B. IV.

MANUAL LABOUR required to grow and market an Acre of Potatoes in the Lothians.

Farmer, JOHN DOBBIE, Esq., Campend, Dalkeith.
,, JAS. HOPE, Esq., East Barns, Dunbar.

CAMPEND ACCOUNT.

	£	s.	d.
1. Autumn ploughing, man's wage	0	3	0
2. Spring cross ploughing and previous harrowing	0	2	10
3. Grubbings, harrowings, and rolling	0	2	6
4. Opening drills	0	1	6
5. Filling, emptying, carting, and spreading dung	0	8	4
6. Sowing artificial manure	0	1	0
7. Planting sets	0	2	2
8. Splitting drills	0	1	6
9. Scraping and drill grubbing	0	2	0
10. Saddle or chain harrowing drills	0	0	4
11. 1st. Earthing up (light)	0	1	0
12. 1st. Hand-hoeing (careful)	0	3	0
13. 2nd ,, (rapid)	0	1	6
14. Final earthing up (heavy)	0	1	3
15. Lifting crop after ploughs	1	0	0
16. Carting from field to pits	0	3	0
17. Making and keeping pits	0	4	9
18. Harrowing and gathering after harrow	0	1	0
19. Covering pits	0	3	3
20. Dressing for market	0	5	0
21. Loading carts and driving to station	0	9	0
	£3	17	11

Mr. Dobbie divides between men and women's labour—

	£	s.	d.
Men	2	1	7
Women	1	16	4

EAST BARNS ACCOUNT.

	£	s.	d.
Men's labour	1	18	0
Women's labour	1	16	6
	£3	14	6

	£	s.	d.
If 2s. 6d. be added to East Barns account for the spring ploughing, which Mr. Hope does not usually give, his total will be	3	17	0

B. V.

LABOURERS on Mr. JAMES HOPE'S Farms of East Barns and Oxwell Mains.—1,000 acres all arable.

No.	(1.) Name of Labourer.	(2.) Branch of Labour.	(3.) Present Age.	(4.) Length of Service on Farm.
				Years.
1	Thos. Bain	Grieve	45	1
2	T. McCartney	Woman grieve	42	3
3	Alex. Hendrie	Grieve	52	7
4	W. Neilson	Ploughman	55	15
5	J. Borthwick	,,	24	3
6	D. Blackhall	,,	34	6
7	W. Cunningham	,,	34	5
8	J. Ainslie	,,	31	1
9	D. Watson	,,	25	1
10	John Cowe	,,	38	15
11	Wm. Cowe	,,	37	13
12	Peter White	Ploughman	36	13
13	Wm. McGaw	,,	36	1
14	Jas. Borthwick	,,	38	7
15	R. Nelson	,,	66	30
16	Thos. Nelson	,,	27	12
17	Alex. Pearson	,,	53	6
18	Wm. Dickson	,,	40	10
19	Thos. Dickson	,,	20	2
20	W. Baptie	Shepherd	38	7
21	D. Borthwick	Cattleman	60	13
22	J. Lyle	,,	52	4
23	J. Greig	,,	26	5
24	J. Donoughy	,,	26	8
25	A. Cunningham	,,	40	1
26	Thos. Donoughy	,,	31	5
27	John Foggo	Orraman	52	12
28	H. Huggins	,,	51	6
29	J. Angus	,,	56	5
30	J. Hutchison	,,	65	3
31	Jas. Millar	,,	62	1
32	T. Barnet	,,	36	7
33	Archd. Scott	,,	56	5
34	Geo. Scott	,,	39	15
35	Smillie Scott	,,	58	10
36	Thos. Scott	,,	29	2
37	Jas. Watson	Extra Ploughman	24	7
38	Jas. Lyle	,,	21	4
39	Geo. Nelson	,,	20	7
40	J. McGrow	,,	19	1
41	J. Milligan	,,	19	2
42	John McGrow	Orraman	56	1
43	Jas. Henderson	,,	39	3
44	Jas. Kilday	,,	61	5
45	Alex. Burnside	,,	45	5

No.	(1.) Women and Boys.	(2.) Branch of Labour.	(3.) Present Age.	(4.) Length of Service on Farm.
				Years.
1	Marg. Watson	Women workers	—	6
2	Alice Watson	,,	—	15
3	Eliz. Watson	,,	—	6
4	Alice Loudon	,,	—	5
5	Mary Loudon	,,	—	3
6	Marg. White	,,	—	8
7	Eliz. Cowe	,,	—	10
8	Mary Cowe	,,	—	7
9	Mary Lyle	,,	—	3
10	Jessie Lyle	,,	—	4
11	Alice Lyle	,,	—	2
12	Marg. Hutchison	,,	—	3
13	Marg. Fortune	,,	—	12
14	Jessie McGrow	,,	—	1
15	Mary McGrow	,,	—	1
16	Mary Foggo	,,	—	5
17	Jessie Millar	,,	—	1
18	Marg. Millar	,,	—	1

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B. V.—*continued.*

No.	(1.) Women and Boys.	(2.) Branch of Labour.	(3.) Present Age.	(4.) Length of Service on Farm.
				Years.
19	Mary Borthwick	Women Workers	—	2
20	Mary Pearson	„	—	5
21	Jessie Barnet	„	—	2
22	Mary Whiteman	„	—	3
23	Mary Middlemas	„	—	3
24	Jessie Middlemas	„	—	3
25	Marg. Middlemas	„	—	3
26	Mary Kilday	„	—	4
27	Jessie Kilday	„	—	5
28	Jas. Kilday	Boy	—	1
29	Robt. Nelson	„	—	2
30	Thos. Nelson	„	—	3
31	John Loudon	„	—	1
32	John McLeod	„	—	1
33	Wm. McGrow	„	—	1
34	Jas. Lyle	„	—	2
35	Jas. Foggo	„	—	2
36	Andrew Cunningham	„	—	1
37	Jas. Cunningham	„	—	1
38	John Millar	„	—	1

LABOURERS on Mr. AINSLIE'S Farms of Dodridge and Peaston.

No.	(1.) Name of Labourer. Males.	(2.) Branch of Labour.	(3.) Present Age.	(4.) Length of service on Farm.
				Years.
1	Wm. Reid	Farm Steward	44	12
2	R. Scott	„	61	2
3	W. Simpson	Shepherd	35	11
4	A. Scott	Worker's grieve	65	40
5	John Hay	Ploughman	27	1
6	Thos. Weir	„	23	3
7	W. Skid	„	38	14
8	Peter Wigham	„	27	1
9	Alex. Thomson	„	41	9
10	D. Lambert	„	23	9
11	John Halliday	„	39	11
12	Adam Whitehead	„	50	3
13	R. Lumsden	„	45	1
14	Geo. Chalmers	„	46	3
15	Jas. Pryde	Engine driver	40	17
16	R. Raeburn	„	44	23
17	Jas. Weir	Cattleman	62	9
18	J. McCormick	„	45	10
19	W. Learmouth	Orra man	56	1
20	John Raeburn	„	20	3
21	Robt. Bertram	„	36	12
22	R. Millar	„	42	16
	Boys.			
23	John Scott	Strong lad (Orra)	17	2
24	W. Pryde	„	16	4
25	Andrew Lumsden	„	15	1
26	Geo. Halliday	„	15	3
27	Robert Thomson	„	14	3

B. V.—*continued.*

Mr. AINSLIE'S Farms—*continued.*

824 acres all arable.

No.	(1.) Name of Labourer. Females.	(2.) Branch of Labour.	(3.) Present Age.	(4.) Length of Service on Farm.
				Years.
1	Marion Wright	Outworker	55	42
2	Catherine Wright	„	60	50
3	Jane Lambert	„	25	9
4	Eliz. Raeburn	„	22	8
5	Marg. Weir	„	20	6
6	Jane Scott	„	31	1
7	Marg. Raeburn	„	17	4
8	Helen Lambert	„	19	5
9	Janet Thomson	„	16	3
10	Janet Raeburn	„	16	3
11	Marg. Skid	„	16	2
12	Agnes Simpson	„	13	1
13	Helen Simpson	„	15	2
14	B. Herriot	„	56	44
15	Janet Herriot	„	23	9
16	Ann Welsh	„	30	9
17	Mary Kelly	„	23	2
18	Marg. Chalmers	„	19	3
19	Janet Chalmers	„	16	3
20	Eliz. Lumsden	„	21	1
21	E. Lumsden	„	19	1
22	Mary Ann Welsh	„	13	2
23	Helen Whitehead	„	14	1

LABOURERS on Hatton Mains Farm, West of Edinburgh, under the Management of G. R. GLENDINNING, Esq.

No.	(1.) Name of Labourer.	(2.) Branch of Labour.	(3.) Present Age.	(4.) Length of Service on Farm.
	Men.			Years.
1	J. Kirkwood	Farm Grieve	About 43	8
2	Alex. Brown	Ploughman	„ 66	47
3	Wm. Kelly	„	„ 55	14
4	Peter Hay	„	„ 43	18½
5	Alex. Donaldson	„	„ 40	4
6	Robert Paterson	„	„ 40	2
7	W. Marshall	„	„ 40	1
8	John Rae	Shepherd	„ 53	18
9	John Irvine	„	„ 36	1½
		Besides boys.		
	Women.			
1	Mary Higgins	Worker	—	10
2	Jessie Anderson	„	—	6
3	Mary McKenna	„	—	6
4	Janet Forrest	„	—	4
5	Jane Drover	„	—	10
6	Marg. Reid	„	—	2
7	Helen Mitchell	„	—	8

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APPENDIX C.

WAGES AND EARNINGS.

INDEX TO APPENDIX C.

C. I. Particulars of wages and allowances on selected farms.
C. II. Labourers' budget.
C. III. Bothy man's budget.

APPENDIX C. I.

PARTICULARS OF WAGES AND EARNINGS ON 19 SELECTED FARMS.

No. 1.

Mr. ROBERT AINSLIE, Dodridge and Peaston Farms, near Pathead.

Women.	Ploughman's Wage.		
Ordinary wage, 8s. per week.		£ s. d.	Men with cows get 14s. per week and pay 7s. 6d. per ton for all turnips given to cow during winter. Stackers get 10s. extra. For sowing artificial manure with hand 10s. for the season is given.	Young ploughmen, aged 17, 13s. per week, 12 cwts. potatoes. 25s. harvest. Cattleman.—Ploughman's wage, with 2l., extra for Sundays. Shepherd, 17s. 6d. per week, with ploughman's perquisites.
Extras in harvest—money, 12s. per week, and food, 1l. per week.	16s. per week -	41 12 0		
Potato lifting, 1s. per week, extra.	Free house and garden	5 0 0		
	Manure for garden	0 6 0		
	Potatoes, 16 cwts., at 3s.	2 8 0		
	Coals carted	0 10 6		
	Harvest	1 5 0		
	Standard wage	51 1 6		

No. 2.

Mr. C. FRAZER, Meikle-Pinkerton, Dunbar, and Mr. ANDERSON, Middle-Pinkerton, Dunbar.

Farm Stewards.						Head Ploughmen.					
Frazer's.			Anderson's.			Frazer's.			Anderson's.		
	£	s. d.		£	s. d.		£	s. d.		£	s. d.
Cash, 18s. per week	46	16 0	Cash	40	0 0	Cash, 16s. per week	41	12 0	Cash, 15s. per week	39	0 0
Free house and garden	5	10 0	Free house and garden	5	0 0	Free house and garden	5	10 0	Free house and garden	5	0 0
Manure for garden	0	6 0	Manure for garden	0	6 0	Manure for garden	0	6 0	Manure for garden	0	6 0
Potatoes, ½ ton	2	0 0	Potatoes, 1 ton	4	0 0	Potatoes, ½ ton	2	0 0	Potatoes, 1 ton	4	0 0
Cartage of coals, 1s. per ton	0	6 3	Cartage of coals, 4½ tons at 1s.	0	4 3	Cartage of coals	0	6 3	Carriage of coals	1	6 0
Harvest	1	4 0	Harvest	1	4 0	Harvest	1	4 0	Harvest	1	4 0
Cow, kept	9	0 0	Coals, 2 tons at 15s.	1	10 0	Stacking	0	17 6	Stacking	0	17 6
			Oatmeal, 65 sts. at 2s.	6	10 0	Allowance for leading	2	0 0	Allowance for leading	0	17 6
	£65	2 3		£58	14 3		£53	15 9		£52	11 0

Cattlemen.						Shepherds.					
Frazer's.			Anderson's.			Frazer's.			Anderson's.		
	£	s. d.		£	s. d.		£	s. d.		£	s. d.
Cash, 14s. per week	36	8 0	Cash, 14s. 6d. per week	37	14 0	Cash, 1l. per week	52	0 0	Cash, 14s. per week	36	8 0
Free house and garden	5	0 0	Free house and garden	5	0 0	Finds himself.			Free house and garden	5	0 0
Manure for garden	0	6 0	Manure for garden	0	6 0				Manure for garden	0	6 0
Cartage of coals	0	6 3	Cartage of coals, 4 tons at 1s.	0	4 0				Potatoes, 1 ton	4	0 0
Harvest	1	4 0	Harvest	1	4 0				Cartage of coals	0	6 3
									Harvest	1	4 0
									Keep of one cow	9	0 0
									"Pack Flock," two half-bred ewes, lambs and ewes fed fat at 3l.	6	0 0
	£43	4 3		£44	8 0		£52	0 0		£62	4 3

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No. 2—*continued.*

Mr. C. FRAZER'S and Mr. ANDERSON'S Farms—*continued.*

Ploughmen.						Orramen.*						Women.
Frazer's.			Anderson's.			Frazer's.			Anderson's.			Both farms.
	£	s.	d.		£	s.	d.		£	s.	d.	
Same as headman	53	15	9	Same as headman	53	11	0	Cash, 16*s.* per week	41	12	0	Cash, 15*s.* per week 39 0 0 — Ordinary wage, 8*s.* per week. Harvest wage, 16*s.* per week.
Less allowance	2	0	0	Less allowance	0	17	6	House and garden	5	10	0	House and garden 5 0 0 — Women occupying cottages in addition to above wages.
								Manure for garden	0	6	0	Manure for garden 0 6 0 — Free house, garden, and manure, 4*l.* 6*s.*
								½ ton potatoes	2	0	0	1 ton potatoes 4 0 0 — 1 ton coals, free, 15*s.*
								Coals carted	0	6	3	Carriage of coals 1 6 0 — 3 tons carted at 1*s.* = 3*s.*
Stackers	51	15	9	Stackers	51	13	6	Harvest	1	4	0	Harvest 1 4 0 — ½ ton potatoes, 2*l.*
Less extra	0	17	6	Less extra	0	17	6					Perquisites, 7*l.* 4*s.*
												NOTE.—When only one worker comes from the cottage, the potatoes fall to 4 cwts.
Non-stackers	50	18	3	Non-stackers	50	16	0		£50	18	3	£50 16 0

* Such orramen as stack get a bag of wheat or 17*s.* 6*d.* extra.

No. 3.

Mr. J. F. BAYLEY, Halls, Dunbar, and Mr. GEORGE WILSON, Chapelhill, Cockburnspath.

Farm Stewards.						Head Ploughmen.					
Bayley's.			Wilson's.			Bayley's.			Wilson's.		
	£	s.	d.		£	s.	d.		£	s.	d.
Cash	60	0	0	Cash, 18*s.* per week	46	16	0	Cash, 13*s.* per week	33	16	0	Cash, 15*s.* per week	39	0	0
Free house and garden	4	0	0	Free house and garden	5	0	0	Free house and garden	4	10	0	Free house and garden	4	0	0
Manure for garden, 1 load	0	3	0	Straw for pigsty	0	6	0	Manure for garden, 1 load	0	3	0	Manure for garden	0	6	0
Potatoes, 8 cwts. at 2*s.* 6*d.*	1	0	0	Potatoes, 1,800 yards at 8*s.* per 100	7	4	0	Potatoes, 1,500 yards	3	5	0	Potatoes, 1,200 yards	4	16	0
Coals, 5 tons at 18*s.*	4	10	0	Cartage of coals, 6½ tons at 1*s.* 6*d.*	0	9	4	Coals, 2 tons at 18*s.*	1	16	0	Cartage of coals, 6½ tons at 1*s.* 6*d.*	0	9	4
Cartage of coals, 1¼ tons at 6*s.*	0	7	6	Harvest	1	5	0	Cartage of coals, 4¼ tons at 6*s.*	1	5	6	Harvest	1	5	0
				Cow, kept	9	0	0	Harvest	1	0	0	Extras, for leading	2	0	0
				Extras, six bushels of wheat	1	6	0	Cow, kept	9	0	0				
								Extras, 20 stones of meal	2	0	0				
	£70	0	6		£71	6	4		£56	18	6		£51	16	4

Ploughmen.						Cattlemen.					
Bayley's.			Wilson's.			Bayley's (Woman).			Wilson's.		
	£	s.	d.		£	s.	d.		£	s.	d.
Cash, 15*s.* per week	39	0	0	Cash, 15*s.* per week	39	0	0	Free house and garden	4	10	0	Cash, 11*s.* per week	28	12	0
Free house and garden	4	10	0	Free house and garden	4	0	0	Manure for garden, small load	0	2	0	Free house and garden	3	0	0
Manure for garden	0	3	0	Manure for garden	0	6	0	Potatoes, 8 cwts. at 2*s.* 6*d.*	1	0	0	Potatoes, 600 yards	2	8	0
Potatoes, 1,500 yards	3	5	0	Potatoes, 1,200 yards	4	16	0	Cartage of coals, 4 tons at 6*s.*	1	4	0		£34	0	0
Coals, 2 tons	1	16	0	Cartage of coals	0	9	4	Harvest	1	0	0	This is an old man.			
Cartage of coals, 4½ tons at 6*s.*	1	5	6	Harvest	1	5	0	24 weeks at 9*s.*	10	16	0	Woman in charge of cattle gets 10*s.* 6*d.* per week for winter. 600 yards of potatoes.			
Harvest	1	0	0					26 weeks at 10*s.*	13	0	0				
								2 weeks at 13*s.*	1	6	0				
	£50	19	6		£49	16	4		£32	18	0				

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B.—II. EDINBURGH AND HADDINGTON.

No. 3—*continued.*

THE AGRICULTURAL LABOURER

Mr. J. F. BAYLEY's and Mr. G. WILSON's Farms—*continued.*

Shepherds.

Bayley's, on Arable Land.	£ s. d.	Bayley's, on Hill.	£ s. d.	Wilson's.	£ s. d.
Free house and garden	4 0 0	Free house and garden	4 0 0	Free house and garden	4 0 0
Manure, 1 cow	0 18 0	Manure, 1 cow's	0 18 0	Manure, 2 loads	0 6 0
Straw for pig	0 6 0	Straw for pig	0 6 0	Potatoes, 24 cwts. at 3*s.*	3 12 0
Potatoes, 1,600 yards	3 15 0	Potatoes, 1,600 yards	3 15 0	Oatmeal, 65 stones at 2*s.*	6 10 0
Oatmeal, 100 stones at 2*s.*	10 0 0	Oatmeal, 100 stones at 2*s.*	10 0 0	Barley, 18 bushels at 3*s.*	2 14 0
Barley, 21 bushels at 3*s.*	3 3 0	Barley, 21 bushels at 3*s.*	3 3 0	Cartage of coals, 6½ tons at 5*s.*	1 11 3
Coals, 5 tons at 12*s.*	3 0 0	Coals, 5 tons at 12*s.*	3 0 0	Cow, on high land	8 0 0
Cartage of coals, 1½ tons at 6*s.*	0 7 6	Cartage of coals, 1½ tons at 6*s.*	0 7 6	"Pack flock" 17 ewes and 6 hoggs	43 17 8
Cow, kept	9 0 0	Cow, kept	9 0 0		
"Pack flock" 15 half bred ewes, clear profit calculated from average of 3 years	37 10 0	"Pack flock" 30 Cheviots, average profit for year 27*s.* 8*d.*	41 10 0		
	£71 19 6		£75 19 6		£70 10 11

NOTE.—The values attached to pack flocks are calculated from absolute payments, and 10 per cent. for risk has been charged.

Orramen.				Women.			
Bayley's.	£ s. d.	Wilson's.	£ s. d.	Bayley's.	£ s. d.	Wilson's.	£ s. d.
Cash, 16*s.* per week	41 12 0	Cash, 18*s.* per week for 48 weeks	43 4 0	Cash, 50 weeks at 9*s.*	22 10 0	Cash, 52 weeks at 9*s.*	23 8 0
Free house and garden	4 10 0	Harvest, 4 weeks at 25*s.*	5 0 0	Harvest, 2 weeks at 13*s.*	1 6 0	Harvest	1 10 0
Manure, 1 load	0 3 0		£48 4 0	Harvest allowance	1 0 0	Potato lifting, 5 weeks at 1*s.* extra	0 5 0
Potatoes, 1,500 yards	3 5 0	This man does not reside on the farm.			£24 16 0		£25 3 0
Harvest	1 4 0			A girl who lives with cattlewoman, 50 weeks at 6*s.*	15 0 0	A lad at Mr. Bayley's, age 14, works with women 52 weeks at 7*s.*	18 4 0
Cartage of coals, 6½ tons at 6*s.*	1 17 6			Harvest, 2 weeks at 13*s.*	1 6 0	Harvest	1 0 0
Carriage on 6 tons of coal from pit to Dunbar Station at 5*s.* per ton	1 11 3			Allowance	1 0 0		
	£54 2 9				£17 6 0		£19 4 0

No. 4.

Mr. ST. CLAIR CUNNINGHAM, Adniston, Tranent, and Mr. STODDART, Winton Hill, Pencaitland.

Farm Stewards.				Head Ploughmen.			
Cunningham's.*	£ s. d.	Stoddart's.	£ s. d.	Cunningham's.	£ s. d.	Stoddart's.	£ s. d.
Cash, 17*s.* per week	44 4 0	Cash, 18*s.* per week	46 16 0	Cash, 17*s.* per week	44 4 0	Cash, 16*s.* per week	41 12 0
Free house and garden	5 0 0	Free house and garden	4 0 0	Free house and garden, tile roof	4 0 0	Free house and garden	5 0 0
Manure for garden, 1 load	0 3 0	Manure for garden	0 3 0	Manure for garden	0 3 0	Manure for garden	0 6 0
Potatoes, 16 cwts. at 3*s.*	2 8 0	Potatoes, 12 cwts. at 2*s.* 6*d.*	1 10 0	Potatoes, 16 cwts. at 3*s.*	2 8 0	Potatoes, 1 ton	2 10 0
Cartage of coals, at 1*s.* per ton	0 6 3	Cartage of coals, at 6*d.* per ton	0 3 0	Cartage of coals, at 1*s.* per ton	0 6 3	Cartage of coals, at 6*d.* per ton	0 3 0
Harvest	1 0 0	Harvest	1 0 0	Harvest	1 0 0	Harvest	1 0 0
Extras, straw for pig	0 6 0	Extras, 1 bag of wheat	0 17 6	Extras, allowance for leading	1 0 0	Extras, 1 bag of wheat	0 17 6
	£53 7 3		£54 9 6		£53 1 3		£51 8 6

* This man is under a resident manager.

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No. 4—*continued.*

Mr. CUNNINGHAM's and Mr. STODDART's Farms—*continued.*

Ordinary Ploughmen.								Cattlemen.							
Cunningham's.				Stoddart's				Cunningham's.				Stoddart's.			
	£	s.	d.		£	s.	d.		£	s.	d.		£	s.	d.
Cash, 15s. per week	39	0	0	Cash, 15s. 6d. per week	40	6	0	Cash, 15s. per week	39	0	0	Cash, 16s. per week	41	12	0
Free house and garden, inferior	3	0	0	Free house and garden	4	0	0	Free house and garden, inferior	3	0	0	Free house and garden	4	0	0
Manure for garden, 1 load	0	3	0	Manure for garden	0	6	0	Manure for garden	0	3	0	Manure for garden	0	6	0
Potatoes, 16 cwts. at 3s.	2	8	0	Potatoes, 12 cwts. at 2s. 6d.	1	10	0	Potatoes, 1 ton	3	0	0	Potatoes, 12 cwts.	1	10	0
Cartage of coals, at 1s. per ton	0	6	3	Cartage of coals, at 6d. per ton	0	3	0	Cartage of coals, at 1s. per ton	0	6	3	Cartage of coals, at 6d. per ton	0	3	0
Harvest	1	0	0	Harvest	1	0	0	Harvest	1	0	0	Harvest	1	0	0
Extras, straw for pig	0	6	0	Extras, ½ bag wheat	0	8	9	Extras, straw for pig	0	6	0				
	£46	3	3		£47	13	9		£46	15	3		£48	11	0

Non-resident Ploughmen.				Single Ploughmen, Sons of senior men.				—			
	£	s.	d.		£	s.	d.		£	s.	d.
Cash, 16s. per week	41	12	0	Cash, 15s. per week	39	0	0	Orraman at Adniston get 16s. per week, house and garden, coals carted, and harvest allowance, 1l.			
Potatoes, 16 cwts.	2	8	0	Potatoes, 12 cwts.	1	10	0				
Coals carted	0	6	3	Harvest	1	0	0	Women at Adniston:—			
Harvest	1	0	0					43 weeks, at 9s.	19	7	0
Extras, straw for pig	0	6	0					5 „ harvest, at 14s.	3	10	0
								3 „ potato lifting, at 12s.	1	16	0
									£24	13	0
								Halflins* at Adniston:—			
								52 weeks at 12s.	31	4	0
								Harvest	1	0	0
	£45	12	3		£41	10	0		£32	4	0

* Strong lads.

No. 5.

Mr. FORD, Craigmillar Farm, Liberton; Mr. DOBBIE, Campend, Dalkeith; Mr. SMITH, Whittingham Estate, Prestonkirk.

Mr. GEO. FORD, Craigmillar.

Head Ploughman (a double Hinding).				Second Ploughman (Father and Son).				Other Ploughmen.				Orraman.	Women.		
	£	s.	d.		£	s.	d.		£	s.	d.			£	s.	d.
Cash, 17s. per week	44	4	0	Cash	35	0	0	Cash, 16s. per week	41	12	0	Orraman gets same as ordinary ploughman with 2 cwts. of potatoes, extra wage.	52 weeks at 8s.	20	16	0
Free house and garden	5	0	0	Potatoes, 12 cwts. at 3s.	1	16	0	Free house and garden	5	0	0		Harvest, 30 days at 8d.	1	0	0
Manure for garden	0	6	0	Harvest	1	3	4	Potatoes, 12 cwts. at 3s.	1	16	0	£ s. d.	Food, leading in	0	3	4
Cartage of coals, 6 tons at 6d.	0	3	0	Oatmeal, 65 sts. at 2s.	6	10	0	Manure for garden	0	6	0	50 0 4	Potato lifting, 12 days at 8d.	0	8	0
Harvest	1	3	4					Cartage of coals	0	3	0	2 cwts. potatoes 0 6 0				
								Harvest	1	3	4					
	£50	16	4		£44	9	4		£50	0	4	£50 6 4		£22	7	4

Mr. JOHN DOBBIE, Campend, Dalkeith.

Ploughman's Standard Wage.				Engineman and Steam Ploughman.
	£	s.	d.	
Cash, 16s. per week	41	12	0	Mr. Dobbie's engine and steam ploughmen get 18s. per week, and same perquisites as ploughmen. He makes no distinction between his ploughmen. His workers come from Dalkeith, and get 9s. per week.
Free house and garden	5	10	0	
Manure for garden	0	6	0	
Potatoes, 12 cwt.	1	16	0	
Cartage of coals	0	18	0	
Harvest	1	0	0	
Food, 12 days at 2d.	0	2	0	
	£51	4	0	

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No. 5—*continued.*

Mr. SMITH, Sunnyside Farm, Whittingham Estate.

Farm Steward.	£ s. d.	Ploughmen.	£ s. d.	Shepherds.	£ s. d.	——
Cash, 1*l.* per week	52 0 0	Cash, 15*s.* per week	39 0 0	Cash, 1*l.* per week	52 0 0	Head ploughmen same as ordinary hinds. Stackers get 1*l.* extra. Sowers of corn or manure, 1*l.* extra. Single ploughmen living with their parents 16*s.* per week, and 1*l.* for harvest. Farm stewards may be said to get from 5*l.* to 10*l.* more than head ploughmen.
Free house and garden, very superior	6 0 0	Free house and garden, very superior	5 10 0	Free house and garden	5 10 0	
Manure for garden	0 6 0	Manure for garden	0 6 0	Manure for garden	0 6 0	
Cartage of coals, 6 tons at 2*s.* 6*d.*	0 15 0	Potatoes, 16 cwts. at 3*s.*	2 8 0	Potatoes, 24 cwts. at 3*s.*	3 12 0	
Harvest	1 0 0	Cartage of coals, 6 tons at 2*s.* 6*d.* per ton	0 15 0	Cartage of coals, 6 tons at 2*s.* 6*d.* per ton	0 15 0	
Extras, in lieu of pig, milk	1 10 0	Harvest	1 0 0	Milk, value	1 10 0	
	£61 11 0	Milk, value	1 10 0		£63 13 0	
			£50 9 0			

No. 6.

Mr. ELDER, Bearford, Haddington; Mr. TORRANCE, Kippilaw, Dalkeith; Mr. HARPER, Fordel, Cranston; and five farmers in North Berwick district.

Mr. ELDER, Bearford.

Farm Steward.	£ s. d.	Ordinary Ploughmen.	£ s. d.	Cattlemen.	£ s. d.	Women.	£ s. d.
Cash	33 0 0	Cash, 15*s.* per week	39 0 0	Cash, 14*s.* per week	36 8 0	Cash, 52 weeks at 8*s.*	20 16 0
Free house and garden	5 0 0	Free house and garden	5 0 0	Free house and garden, inferior	3 0 0	Harvest, extra	1 0 0
Manure for garden	0 6 0	Manure for garden	0 6 0	Manure for garden	0 6 0	„ food	1 0 0
Potatoes, 500 yards	1 10 0	Potatoes, 1 ton	3 0 0	Potatoes, 16 cwt. at 3*s.*	2 8 0	Potato lifting	0 12 0
„ 10 cwts. at 3*s.*	1 10 0	Cartage of coals, 6 tons at 6*s.*	1 16 0	Cartage of coals, 4 tons at 6*s.*	1 4 0		£23 8 0
Cartage of coals from pit, 6*s.* per ton	1 16 0	Harvest	1 0 0	Harvest	1 0 0		
Harvest	1 0 0	Ploughman	£50 2 0			Young men able to drive the odd horse, 52 weeks at 13*s.*	33 16 0
Oatmeal, 65 stones at 2*s.*	6 10 0	Head ploughman 1*l.* more	1 0 0			Harvest	1 0 0
Extras, in lieu, 12 bush. barley and 4 bushels beans	4 0 0						
	£54 12 0		£51 2 0		£44 6 0		£34 16 0

Mr. TORRANCE, Kippilaw, Dalkeith; and Mr. HARPER, Fordel, Cranston.

Farm Stewards.	£ s. d.	Ordinary Ploughmen.	£ s. d.	Shepherds.	£ s. d.	Women.	£ s. d.	Orramen and Lads.
Cash, 46*l.* 16*s.* to	57 4 0	At Kippilaw— Cash, 16*s.* per week	41 12 0	At Kippilaw— Cash, 17*s.* per week	44 4 0	At Kippilaw— Cash, 46 wks. at 8*s.*	18 8 0	Orramen, regular wage 15*s.* per week with the perquisites common to resident men.
Free house and garden	5 0 0	Free house and garden	4 0 0	Perquisites as to ploughmen	7 14 0	4 wks. harvest at 12*s.*	2 8 0	Prentices to the plough:—
Manure for garden	0 6 0	Manure for garden	0 6 0		£51 18 0	2 wks. potato at 10*s.*	1 0 0	1st year, 9*s.* per week driving the odd horse.
12 cwt. potatoes	1 16 0	12 cwt. potatoes	1 16 0	At Fordel— Cash	40 0 0		£21 16 0	2nd year, 12*s.* per week as junior ploughman.
Cartage of coals	0 12 0	Cartage of coals	0 12 0	Free house and garden	4 0 0	At Fordel— 39 wks. at 9*s.*	17 11 0	3rd year, 15*s.* per week with 12 cwts. potatoes.
Harvest	1 0 0	Harvest	1 0 0	Manure for garden	0 6 0	13 wks. at 8*s.*	5 4 0	Harvest allowance always given.
			£49 6 0	Potatoes, 12 cwt.	1 16 0	Harvest	1 0 0	
		At Fordel— Cash, 15*s.* per week	39 0 0	Oatmeal, 60 stones at 2*s.*	6 0 0	8 cwt. potatoes	1 4 0	
		Perquisites as at Kippilaw	7 14 0	Cartage of coals, 6 at 2*s.*	0 12 0	Free house and garden, manure, and coals, carted to woman cottars.		
			£46 14 0	Coal, 1 ton free	0 12 0			
		Extra to head ploughman	2 12 0	Pack flock, one ewe	2 10 0			
	£85 18 0	Head ploughman	£49 6 0		£55 16 0		£24 19 0	

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No. 6—*continued.*

Five farmers in North Berwick district.

Ordinary Ploughman.	£	s.	d.
Cash, 15*s.* per week	39	0	0
Free house and garden	5	0	0
Manure for garden	0	6	0
Potatoes, 500 yds. or 12 cwts. at 3*s.*	1	16	0
Cartage of coals at 10*d.* per mile	0	15	0
Harvest	1	0	0
Standard wage	£47	17	0

The leading man gets 1*s.* per week more.

Juniors same money per week and for harvest, but no gains.

No. 7.

Mr. JAMES HOPE, East Barns, Dunbar; Mr. PETER FYSHE, Newtonlees, Dunbar; and Mr. CHARLES NELSON, Skatcraw, Innerwick.

Mr. JAMES HOPE, East Barns.

Farm Stewards. At East Barns.	£	s.	d.	Farm Stewards. At Oxwellmains.	£	s.	d.	Ploughmen.	£	s.	d.	Other Ploughmen.
Cash	60	0	0	Cash	55	0	0	Cash, 16*s.* per week	41	12	0	All ploughmen get the same wage, 16*s.* per week, and similar perquisites. Such as have cows get 3*s.* per week less wage.
Free house and garden	5	0	0	Free house and garden	5	0	0	Free house and garden	5	0	0	
Manure for garden, 2 loads	0	6	0	Manure for garden, 2 loads	0	6	0	Manure for garden	0	6	0	
Potatoes, 1,000 yards	5	4	0	Potatoes, 1,000 yards	5	4	0	Potatoes, 1,000 yards	5	4	0	Stackers get 1*l.* extra wages.
Cartage of coals, 6¼ tons	0	6	3	Cartage of coals, 6¼ tons	0	6	3	Cartage of coals, 6¼ tons	0	6	3	
Keep of a cow	9	0	0	Harvest allowance	1	0	0	Harvest allowance	1	0	0	
Harvest allowance	1	0	0									
	£80	16	3		£66	16	3		£53	8	3	

Junior Horsemen.	£	s.	d.	Cattlemen.	£	s.	d.	Shepherd.	£	s.	d.	Orramen and Women.	Strong Boys, Small Boys, and Casual Labourers.
Employed as carters of potatoes, &c., 15*s.* per week	39	0	0	Cash, 16*s.* per week	41	12	0	Cash, 1*l.* per week	52	0	0	Men, 16*s.* per week, and same perquisites as ploughmen. Stackers, 1*l.* extra.	Strong boys able to drive carts, 12*s.* to 15*s.* per week. Small boys, 6*s.* to 8*s.* Casual labourers, 18*s.* to 20*s.* per week.
Harvest	1	0	0	Free house and garden	5	0	0	Free house and garden	5	0	0		
				Manure for garden	0	6	0	Manure for garden	0	6	0		
				Potatoes, 1,000 yards	5	4	0	Potatoes, 1,000 yards	5	4	0	Women. 9*s.* per week. Harvest extra, 1*l.* 10*s.* Potato lifting, 10*s.*	The labour bill, regular hands, 3*l.* per acre. Extra hands, 12*s.* per acre.
				Cartage of coals	0	6	3	Cartage of coals	0	6	3		
				Sundays	4	0	0	Harvest allowance	1	0	0		
				Harvest allowance	1	0	0						3*l.* 12*s.* per acre.
	£40	0	0		£57	8	3		£63	16	3		

Mr. PETER FYSHE, Newtonlees.

Farm Steward.	£	s.	d.	Ploughmen.	£	s.	d.	Head Ploughmen.	£	s.	d.	—
Cash, 17*s.* per week	44	4	0	Cash, 15*s.* per week	39	0	0	Ordinary ploughmen's wage	51	2	3	Current wage to labourers, 1*l.* per week.
Free house and garden	5	0	0	Free house and garden	5	0	0	Allowance for leading men	1	0	0	
Manure for garden, 1 large load	0	4	0	Manure for garden	0	4	0	Bag of wheat for stacking	0	17	6	
Potatoes,* 1,000 yards	6	0	0	Potatoes	6	0	0					
Cartage of coals, 6¼ tons	0	6	3	Cartage of coals	0	6	3					
Harvest food	0	12	0	Harvest food	0	12	0					
	£56	6	3		£51	2	3		£52	19	9	

* 500 yards worth, 3*l.*; 500 yards sold to Mr. Fyshe at 3*l.*

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No. 7—*continued.*

Mr. P. FYSHE'S Farm—*continued.*

Cattlemen.	£ s. d.	Women in Constant Employment.	£ s. d.	Women occupying a Cottage and supplying Workers.	£ s. d.	Lads.
Cash, 14*s.* per week	36 8 0	Cash, 43½ weeks at 9*s.*	19 11 6	Woman's wage	25 17 6	Lads residing with their parents, 7*s.* to 12*s.* per week, with 15*s.* extra at harvest, and 2*s.* to 7*s.* a week extra when lifting potatoes.
Free house and garden	5 0 0	Harvest, 4 at 15*s.* 9*d.*	3 3 0	Free house and garden	5 0 0	
Manure for garden	0 4 0	Potato lift, 4½ at 14*s.*	3 3 0	Manure	0 4 0	
Potatoes	6 0 0			Coals carted	0 3 0	
Cartage of coals	0 6 3	Per annum	£25 17 6		£31 4 6	
Harvest food	0 12 0					
	£48 10 3	Ordinary wage for casual female labour, 14*s.* per week.				

Mr. CHARLES NELSON, Skateraw.

Farm Steward.	£ s. d.	Ploughman.	£ s. d.	Head Ploughman.	—
Cash, 1*l.* per week	52 0 0	Cash, 17*s.* per week	44 4 0	Gets ordinary ploughman's wage, 50*l.* 7*s.* 6*d.*, in lieu of potatoes, 3*l.*	Junior ploughmen (apprentices), 12*s.* to 16*s.* per week, with 1*l.* 5*s.* for harvest.
Free house and garden	5 10 0	Free house and garden	4 0 0	Total, £53 7*s.* 6*d.*	
Manure for garden	0 6 0	Manure for garden	0 6 0		
Cartage of coals, at 2*s.* per ton	0 12 6	Cartage of coals	0 12 6		
Harvest allowance	1 5 0	Harvest allowance	1 5 0		
Full milk of a cow	15 0 0				
	£74 13 6		£50 7 6		

Cattleman.	£ s. d.	Shepherd, an Old Man.	£ s. d.	Orraman or Spade Hind.	—
Cash, 16*s.* per week	41 12 0	Cash, 14*s.* per week	36 8 0	Same as ordinary ploughmen, 17*s.* per week, and perquisites. Per annum, 50*l.* 7*s.* 6*d.*	Women, 9*s.* per week, 1*l.* extra for harvest.
Free house and garden	4 0 0	Free house and garden	4 0 0		Young girls from 9*d.* to 1*s.* 4*d.* per day, no harvest extras.
Manure for garden	0 6 0	Manure for garden	0 6 0		Women cottars have a free house and garden, manure and coals carted.
Cartage of coals	0 12 6	Cartage of coals	0 12 6		
Harvest allowance	1 5 0				
	£47 15 6		£41 6 6		

No. 8.

Mr. T. P. HOPE, The Knowes, Prestonkirk; Mr. J. B. HANDYSIDE, West Fenton, Gullane; and Mr. GEORGE FORD, Fenton Barns, Drem.

Mr. T. P. HOPE, The Knowes.

Farm Steward.	£ s. d.	Head Ploughman.	£ s. d.	Ordinary Ploughman.	£ s. d.
Cash, 1*l.* a week	52 0 0	Cash, 16*s.* per week	41 12 0	Cash, 15*s.* a week	39 0 0
Free house and garden	5 0 0	Free house and garden	4 0 0	Free house and garden	4 0 0
Manure for garden	0 6 0	Manure for garden	0 6 0	Manure for garden	0 6 0
Potatoes, 16 cwts. at 2*s.* 6*d.*	2 0 0	Potatoes, 1,000 yards	5 0 0	Potatoes	5 0 0
Coals, difference between stn. and pit-head price on 6½ tons at 4*s.* per ton	1 5 0	Extra for stacking	0 17 6	Coals	1 5 0
Cartage of coals, 6½ tons at 2*s.*	0 12 6	Coals, 6½ tons at 4*s.*	1 5 0	Cartage of coals	0 12 6
Harvest, food value	0 18 0	Cartage of coals	0 12 6	Harvest	0 18 0
	£62 1 6	Harvest food	0 18 0		£51 1 6
			£54 11 0		

Shepherd.	£ s. d.	Cattleman.	£ s. d.	Orramen and Boys.	Women.
Cash, 18*s.* 6*d.* per week	48 2 0	Cash, 16*s.* a week	41 12 0	Orra men get the same wage as ordinary ploughmen with the bag of wheat or 17*s.* 6*d.* when a stacker.	Cash, 46 weeks at 9*s.* 20 14 0
Free house and garden	4 0 0	Free house and garden	4 0 0		„ 6 „ at 12*s.* 3 12 0
Manure for garden	0 6 0	Manure for garden	0 6 0		Harvest food 0 13 6
Coals, same as steward	1 5 0	Potatoes, 1,000 yards	5 0 0	Boy age 16:—	£24 19 6
Extra, permission to clip for four days from home	0 16 0	Coals, same conditions as ploughmen	1 5 0	£ s. d.	
Cartage of coals	0 12 6	Extras, Sunday work	2 0 0	12*s.* per week 31 4 0	
Harvest	6 18 0	A sucking pig	1 0 0	Harvest food 0 18 0	Women who supply workers and occupy a cottage get free house and garden, coals same terms as ploughmen, and the choice of 500 yards potatoes, with 1*s.* less per week.
	£55 19 6	Cartage of coals	0 12 6	£32 2 0	
		Harvest	0 18 0		
			£56 13 6	Son of a ploughman.	

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No. 8—*continued.*

Mr. J. HANDYSIDE, West Fenton, and Mr. G. FORD, Fenton Barns.

Farm Stewards.	Ploughmen.					
	West Fenton.			Fenton Barns.		
From 70*l.* to 80*l.* Both stewards are old and experienced servants.	Cash, 15*s.* per week	£ 39	s. d. 0 0	Cash, 16*s.* 6*d.* per week	£ 42	s. d. 18 0
	Free house and garden, good	5	0 0	Free house and garden, very superior	5	10 0
	Manure for garden	0	6 0	Manure for garden	0	6 0
	Potatoes, 500 yards or 12 cwt.	1	16 0	Cartage of coals from the pit	1	16 0
	Cartage of coals from the pit	1	16 0	Harvest	1	0 0
	Harvest, food and allowance	1	0 0	Standard wage	51	10 0
	Standard wage	£48	18 0			
	Head ploughmen, get 1*s.* per week more. Stackers during harvest get a bag of wheat or 17*s.* 6*d.* extra.					

Shepherds.	Cattlemen.	Orramen.	Women.
Experienced men in charge of breeding ewes get 1*l.* per week, and ordinary perquisites of resident men. Men in charge of feeding or flying stock from 48*l.* to 55*l.* all told.	On large farms, such as Fenton Barns, where valuable cattle are kept, the cattlemen get special wages. The general wage for cattlemen is the same as to ploughmen.	15*s.* to 16*s.* per week, and the usual perquisites to resident men. Blacksmiths, 17*s.* to 28*s.* per week. At West Fenton the smith has all the perquisites of a resident ploughman.	Regular wage 8*s.* a week. Potatoes, 8 cwts. Harvest extras, three weeks at 2*s.* £ 0 s. d. 6 0. In lieu of breakfast and supper 0 6 0. Value of dinners -18 dinners at 4*d.* 0 6 0. 0 18 0. Potato lifting, extra wage, 4*d.* day.

C II.

LABOURERS' BUDGETS.

Particulars given by Mrs. IRVINE, Adniston:—Household consisting of husband, an orraman; son, aged 20, junior hind; wife, witness.

WEEKLY ACCOUNT.

Articles.	Price. £	s.	d.
Flour	0	1	10
Bread, 3 loaves	0	1	3
Butter, 1½ lbs., at 1*s.* 4*d.*	0	2	0
Sugar, 6 lbs., at 2½*d.*	0	1	3
Jam, 1 pot	0	0	5
Salt, soap, and soda	0	0	8½
Paraffin, ½ gall., at 8*d.*	0	0	4
Fish	0	1	0
Barley (pot), 1 lb.	0	0	1½
Rice, 2 lbs., at 2*d.*	0	0	4
Essence of coffee	0	0	4½
Cheese, 1½ lbs., at 8*d.*	0	1	0
Butcher's meat	0	5	0
Coals, 3 cwts., at 6*d.*	0	1	6
Odds and ends	0	1	6
per week	0	18	7½
per ann.	£48	9	7

Clothes, boots, &c.—	£	s.	d.
Son, say	9	0	0
Father, say	6	0	0
Wife, say	3	0	0
Doctor's bill	0	10	0
Meal for pig	2	12	0
Garden seeds	0	2	6
	21	4	6
Total annual expenditure	£69	14	1

INCOME.

	£	s.	d.			
Father's money	42	12	0			
Son's money	41	10	0			
Value of pig	5	0	0			
				£89	2	0
Balance to credit				£19	7	11

C III.

Cattleman at Skateraw, a single man from Ayrshire, lives in temporary bothy:—

	£	s.	d.	£	s.	d.
Food—6*s.* to 7*s.* per week, say 52 weeks at 6*s.* 6*d.*				16	18	0
Clothes, etc.—						
Two suits at 3*l.*	6	0	0			
Shirts, boots, socks	3	0	0			
Washing bill	1	0	0			
				10	0	0
Annual expenditure				£26	18	0

INCOME.

	£	s.	d.			
Wages, 15*s.* per week	39	0	0			
Harvest, extra	1	5	0			
Bothy accommodation, with use of bed, bed clothes, towels and light, free. Free fuel.						
Total annual income	£40	5	0			
Balance to credit				13	7	0
				£40	5	0

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APPENDIX D.

EPITOME of EVIDENCE given by EMPLOYERS.

Name of Employers.	(1.) Supply of Labour.	(2.) Demand for Labour.	(3.) Increase or Decrease in Supply during the past 15 Years.	(4.) Immigration at particular Seasons.
James Hope, East Barns	Has no difficulty in getting men. Women are scarce. Plenty casual labour.	More labour employed at East Barns than there was 20 years ago.	Decided decrease in female labourers willing to devote themselves to farm work.	Yes, Irish come in considerable numbers, and stay till end of October.
Charles Nelson, Skateraw	Men without workers are plenty. With workers scarce. Women scarce.	No reduction in staff. More casual labour, owing to large acreage of potatoes.	Considerable decrease in women. Increased demand for them.	Irish come to the locality, but none are here employed save at potato lifting.
C. Frazer, Pinkerton -	First-class ploughmen are scarce. The general stamp are plenty.	Considerable increase owing to potato growing, particularly for women.	Increased demand for women 30 per cent. in 25 years. Supply decreased 20 per cent.	Irish come in summer. They do not get much work here.
R. Anderson, Pinkerton -	Same as Mr. Frazer - -	Same as Mr. Frazer - -	Same as Mr. Frazer - -	Employs several Irish who come in June.
W. Davidson, Winterfield	No difficulty in getting labourers.	Considerably more employment given than formerly.	—	Does not employ Irish. Draws his supply of casual workers from town.
— Wilson, Chapelhill -	No scarcity of men. Good ones not in good supply. Women very scarce.	On high-lying farms fewer horses and labourers are kept. On red soil no reduction.	Women, decrease 30 per cent. But this is met by an increase of town labour.	Irishmen seldom come to this quarter now. Used to.
J. F. Bayley, Halls -	Ploughmen in goood supply. Men with workers and women are scarce.	Fewer horses and less labour employed now.	—	Irish come in June and remain till after harvest. Employs six to eight every year.
T. P. Hope, The Knowes	No scarcity of men till this year, when they appear to be scarcer. Women decidedly scarce.	No reduction of staff here, but on most farms fewer hands and horses are kept.	—	No Irish employed here. But on his high farm he always has some during summer.
J. B. Handyside and Geo. Ford, Fenton.	Men are plenty enough. Women very scarce.	No reduction of staff on either farm.	—	Irish immigrants are employed every year. Could not get on without them.
C. Smith, The Estate Office, Whittingham.	No pronounced scarcity of men. Women decidedly scarce.	No set reduction. The presence of steam tackle enables them to keep fewer horses.	Considerable decrease in supply of women. Fully 30 per cent.	Many Irish come over. Women from the Highlands occasionally.
Mr. Buchan, manager at Craigmillar, Liberton.	Not much scarcity of men. Women have not been hard to get as yet.	As many hands employed as there were five years ago.	—	Irish largely employed during harvest and at potato lifting.
Messrs. Harper and Torrance, Dalkeith District.	No difficulty in getting ploughmen. Women scarce.	—	—	Irish immigrants and people from town and villages employed in summer and winter.
Mr. R. Ainslie, Doddridge, Midlothian.	Men with workers scarce. Women cottars scarce.	No change in the number employed 20 years ago, except that the steam plough saves horses.	—	Employs four or five Irish at harvest.
Mr. St. C. Cunningham, Adniston, Tranent.	No difficulty in getting men. Plenty of women from Tranent.	Very little alteration. Land farmed very much as it was 20 years ago.	—	—
Mr. Stoddart, Winton Hill, Pencaitland.	Great scarcity of women. Men in fair supply. Casual men very scarce.	Employs the same number of persons and horses as 20 years ago.	—	Many Irish come in summer. Could not do without them.
Mr. Elder, Bearford, Haddington.	Men are plenty. Women scarce.	More females required because of increased extent under potatoes.	—	A great many Irish come in June. This farm would not be wrought without them.
Four Farmers, near North Berwick.	Hinds plenty. Hinds with workers scarce. Women very scarce.	No alteration in system. More women required now.	—	Almost all farmers employ Irish immigrants.

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Epitome of Evidence given by Employers—*continued*.

Name of Employers.	(5.) Efficiency of Labourers.	(6.) Nature of Employment.	(7.) Engagements and Periods of Payments to regular and constant Labourers.	(8.) Piece-work—is it practised?
James Hope, East Barns	Sees no falling off. Thinks that overhead his labourers are as good as any place.	Regular and constant except to the extra people got for potato work.	By the year. Women engaged through the men who occupy cottages. Payments monthly.	No piece-work, done by regular hands, and very little by casual people.
Chas. Nelson, Skateraw	There is a falling off as compared with 20 years ago. Not so good as on the Borders.	Resident labourers are employed regularly and continuously. This refers to both men and women.	By the year. Paid once a month in full.	Very little. Do not like it. Regular hands occasionally do some after hours.
C. Frazer, Pinkerton	Ploughmen are hardly so careful as they used to be.	All resident persons are regularly and continuously employed.	By the year, from Whit-Sunday to Whit-Sunday. Hired at Dunbar on first Tuesday of February.	None by resident hands. Irishmen work chiefly by the piece.
R. Anderson, Pinkerton	They are more taken up with their own affairs. Hardly as good as in Berwick.	Same as Mr. Frazer	Workers engaged along with their fathers. All are paid in full once a month.	Same as Mr. Frazer.
W. Davidson, Winterfield	No faults to find	Regular and constant, except to 14 women employed at hoeing time.	Men and regular women engaged by the year. Men paid once a month, women every week.	On rare occasions. Objects to piece-work. It means bad work.
— Wilson, Chapelhill	Barely so good as formerly. Women as good as ever. Prefers Berwickshire hinds.	All resident persons are regularly and continuously employed.	All engaged by the year.	Little or none.
J. F. Bayley, Halls	No falling off. Men are quite as good as in Roxburgh. Women not so hardy.	Regular and continuous for men. Practically so for women.	All engaged by the year. Uses a printed form of agreement. Pays once a month.	Not by regular servants, except overtime work. Irishmen work by piece.
T. P. Hope, The Knowes	No falling off. Thinks the men west of Edinburgh are more industrious.	All resident labourers are constantly employed.	All engaged by the year. Sometimes uses a form of agreement. Fortnightly payments.	No, not at any time.
J. B. Handyside and Geo. Ford, Fenton.	No falling off in powers of working, but not so willing as they once were.	All resident labourers, male and female constantly employed.	All engaged by the year. Paid either monthly or fortnightly.	No, not by regular hands. Irishmen work chiefly by task.
C. Smith, The Estate Office, Whittingham.	The men are more independent, and, possibly not so obliging. Men here are better than in the North.	Regular and continuous	Yearly engagements. Payments either monthly or fortnightly.	Not by regular hands.
Mr. Buchan, Manager at Craigmillar, Liberton.	Farm servants will not do now what they did 20 years ago. No difference from the west of Mid Lothian.	Regular and continuous to those residing in the farm cottages.	All regular men are engaged by the year and paid every week.	No piece work.
Messrs. Harper and Torrance, Dalkeith District.	Decided falling off within 20 years. Both sexes inferior to Roxburghshire.	Regular and continuous to all residents. Intermittent to townspeople.	All engaged by the year and paid once a month.	—
Mr. R. Ainslie, Dodridge, Midlothian.	People do not work so hard as formerly.	Regular and continuous. Women employed wet or dry.	All engaged by the year, and paid every fortnight.	None.
Mr. St. C. Cunningham, Adniston, Tranent.	—	Regular and continuous. Tranent women are employed most of the year.	By the year. Paid in full every Saturday. No engagement except to resident labourers.	At exceptional times turnips are thinned during the evening at 8s. to 9s. per acre, and in these cases the work is mostly done by the relatives who live in Tranent.
Mr. Stoddart, Winton Hill, Pencaitland.	—	Regular and continuous to resident servants, both men and women.	All by the year. Mr. Stoddart makes use of a printed form when engaging.	None, save by Irish.
Mr. Elder, Bearford, Haddington.	No falling off at all. As anxious as the master to keep the work forward.	All resident people, male and female, are constantly employed.	All by the year. Paid once a fortnight.	Only to Irishmen.
Four Farmers, near North Berwick.	Not so much interested in their master's work as formerly.	Regular and constant to all resident on the farm.	All by the year, and paid every fortnight.	—

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Epitome of Evidence given by Employers—*continued.*

Name of Employers.	(9.) Nature and price of piece-work.	(10.) Mode of payment adopted at haytime.	(11.) Mode of payment adopted at harvest.	(12.) Mode of payment adopted at potato lifting.
James Hope, East Barns	—	No departure from the usual mode.	Men get in lieu breakfast, supper, 10*s.* Dinner of beer and bread, value 10*s.* Women, dinner 10*s.* Extra wage, 1*l.*	Women get 3*s.* per week extra wage or 10*s.* for the potato lifting season.
Charles Nelson, Skateraw	Singling turnips, 8*s.* per acre. Irish take it at 7*s.* to 7*s.* 6*d.* per acre.	No departure from the usual mode.	Men get 25*s.* in lieu of food. Women 1*l.*	No departure from the usual wages.
C. Frazer, Pinkerton	Singling turnips 7*s.* 6*d.* per acre. Trimming hedges one year's growth 1*d.* for 6 yards.	When working overtime beer and bread are given. No other change.	During cutting time men get dinner worth 4*d.* per day. During leading in, two meals worth 6*d.*	No departure from the usual mode or wage.
R. Anderson, Pinkerton	Same as Mr. Frazer	Same as Mr. Frazer	Frazer continued. Anderson the same. Also cash in lieu of breakfast and supper, 16*s.* Women get special wages, 15*s.* per week, and 1*s.* per week in lieu of food.	No departure from the usual mode or wage.
W. Davidson, Winterfield	Topping and tailing turnips at 7*s.* 6*d.* per acre.	No departure from the usual mode.	Men get food and cash 1*l.* Women special wage, 12*s.* per week, and food valued at 10*s.*	Men nothing extra. Women special wage, 12*s.* per week.
— Wilson, Chapelhill	—	No change	Men get 25*s.*, no food. Women, 30*s.* no food.	They work as long as light permits. In return for which Mr. W. gives them all their seed potatoes. Women 1*s.* per week extra.
J. F. Bayley, Halls	Thinning turnips 8*s.* per acre. Hoeing turnips 2*s.* 6*d.* per acre. Topping and tailing 6*s.* 8*d.* to 7*s.*	No change. Food given for overtime.	Men get 1*l.*, no food. Women 1*l.*, and 13*s.* per week. Special harvest wage.	No departure from the usual wage.
T. P. Hope, The Knowes	—	No change	Men get food value 9*d.* per day. Women 2*s.* per week extra wage, also food value 9*d.* per day.	Women 3*s.* per week extra. No change for men.
J. B. Handyside, and George Ford, Fenton.	Thinning turnips 7*s.* to 8*s.* per acre.	No change	Men get 10*s.* and dinner, valued at 4*d.* per day. Women 2*s.* per week extra, 6*s.* in lieu of breakfast and dinner, valued at 2*s.* per week.	Women 2*s.* per week extra. No change for men.
C. Smith, The Estate Office, Whittingham.	Turnip thinning let to Irishmen, 7*s.* to 8*s.* per acre.	No change	Men get food 3 meals a day, value 9*d.* or 1*l.* in lieu. Women 1*l.* extra and 1*l.* for food.	Nothing extra.
Mr. Buchan, manager at Craigmillar, Liberton.	—	No departure from usual system.	Men get 1*l.* in lieu of food. Also beer and bread at 4 p.m. when leading in. Women 8*d.* a day extra wage, also bread and beer when leading in.	Women get 8*d.* a day extra for about a fortnight.
Messrs. Harper and Torrance, Dalkeith District.	—	No change	Men get 1*l.* No food when cutting. Two meals when carting. Women same as men, or 4*s.* per week extra.	Women get 2*s.* per week extra.
Mr. R. Ainslie, Dodridge, Mid Lothian.	—	No change	Men get extra wage, 1*l.* and food when carting equal to 5*s.* Women 12*s.* extra and 1*l.* in lieu of food.	Women get 1*s.* per week extra.
Mr. St. C. Cunningham, Admiston, Tranent.	—	No special mode of payment. Refreshment given for overtime.	Men get 10*s.* in money and dinner worth 4*d.* a day. Women 5*s.* per week extra for 5 weeks.	Women get 3*s.* per week extra.
Mr. Stoddart, Winton Hill, Pencaitland.	Singling turnips 7*s.* 6*d.* per acre. Topping and tailing 6*s.* 3*d.* to 7*s.* 6*d.* per acre. Trimming hedges 1*s.* per 100 yards.	No change	Men get 1*l.* Women 1*l.* 5*s.*	Women get 2*s.* per week extra.
Mr. Elder, Bearford, Haddington.	Singling turnips 7*s.* to 8*s.* per acre.	No change	Men get 1*l.* in lieu of food. Women 1*l.* extra wage and 1*l.* in lieu of food.	Women get an addition to ordinary wage, about 4*s.* extra for the fortnight.
Four Farmers, near North Berwick.	—	No change	Men get 10*s.* extra and dinner worth 10*s.* Women extra wage 12*s.*, and 13*s.* 6*d.* in lieu of food.	Women get port-wages equal to 3*s.* per week over ordinary wage.

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Epitome of Evidence given by Employers—*continued.*

Name of Employers.	(13.) Cottage Accommodation in respect of Number and Requirements.	(14.) Cottage Gardens and their treatment.	(15.) Potato Grounds.	(16.) Milk Supply—whence derived.
James Hope, East Barns	Good and sufficient in every respect.	Carefully tilled and well kept. Potatoes and vegetables grown.	1,000 yards. Mr. H. supplies all seed and does all work, except one hoeing.	A few have cows, and the others get milk wherever it may be had.
Charles Nelson, Skateraw	Has plenty, and has heard no complaints. Taxes, 3s. to 3s. 6d. per cottage, all paid by tenant.	—	None at Skateraw. The men buy what potatoes they require from Mr. Nelson.	—
C. Frazer, Pinkerton	More cottages required. Those lately built are very fine, and complete in every respect.	As a rule well cared	None allowed	Do not know. Probably buy what is required from those who keep cows.
R. Anderson, Pinkerton	More cottages required. Rates about 5s. per cottage, paid by employer.	Same as Mr. Frazer	None allowed	Do not know.
W. Davidson, Winterfield	—	—	None allowed.	—
— Wilson, Chapelhill	Has plenty. All in satisfactory condition. Close to the steading.	Are fully utilized to grow potatoes and plain vegetables. Size about $\frac{1}{11}$th of an acre.	1,200 yards in the field. Mr. Wilson does all the work and supplies all the seed.	Either bought from the servants who keep cows, or from the farm houses.
T. F. Bayley, Halls	Has more than required. About 200 yards from steading. All have three rooms, privies, and ash-pits.	Fairly cultivated. Crops grown are potatoes, cabbages, carrots, onions.	Some have 1,500 yards, some 1,600 yards. Servant finds seed, hoes the drills, and gathers the crop.	Some have cows, and sell milk to those who have not. The cows are fed the the same as Mr. Bayley's.
T. P. Hope, The Knowes	Forty years old, but suitable to the people, and comfortable. Close to the steading.	Well tilled and fully utilized	Most of the men get 1,000 yards. The labourers supply the seed, clean the drills, and lift the crops.	—
J. B. Handyside and George Ford, Fenton.	On both farms the cottages are high class. In some cases too large for the families.	At Fenton Barns, 200 square yards, well tilled and carefully kept.	At West Fenton, 500 yards. Men find seed and lift the crop. No potato ground at Fentonbarns.	—
C. Smith, The Estate Office, Whittingham.	—	—	No potato grounds over and above the cottage gardens.	"Cows are going out, because of the change from payment in kind to all cash."
Mr. Buchan, manager at Craigmillar, Liberton.	Sufficient and in good repair. Close to the steading.	Well looked after	No potato grounds. So many bolls given as part payment.	Buy skim milk from a creamery.
Messrs. Harper and Torrance, Dalkeith District.	Mr. Harper has plenty; Mr. Torrance complains of some being distant, and would like more at hand.	—	None. Both give so many bolls.	The little that is used they must buy.
Mr. R. Ainslie, Dodridge, Midlothian.	An excellent supply, just beside the steading.	Well tended	None. So many bolls given according to agreement.	Some have cows, and sell milk to those who want it.
Mr. St. C. Cunningham, Adniston, Tranent.	Requires four new ones, and three to be thoroughly repaired.	Not well cared	None. A certain quantity given to each man.	No cows. Once all had cows. Gave them up of their own accord.
Mr. Stoddort, Winton Hall, Pencaitland.	Has more than he requires	—	None. A certain quantity given to each man.	No cows now. They get milk from anybody who will sell.
Mr. Elder, Bearford, Haddington.	His cottages require doing up. They are bad.	Well treated and fully utilized.	Hinds get their choice between so many bolls and so many yards of a drill.	Bought or done without.
Four Farmers near North Berwick.	On many farms there are more than required.	—	Choice between 500 yards of a drill and 12 cwts. off the barn floor.	Very few cows kept now.

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Epitome of Evidence given by Employers—*continued.*

Name of Employers.	(17.) Live Stock kept.	(18.) General Relations between Employer and Employed.	(19.) Causes of complaint against the Agricultural Labourer.	(20.) Special Evidence respecting the general Condition of the Agricultural Labourer.
James Hope, East Barns	All have pigs. Some of the men kill three in the year.	Quite cordial. No trouble in any way.	None	"Extremely comfortable and his men are undoubtedly saving money. None of his men lift money before the regular pay day, and they do not run into debt."
Charles Nelson, Skateraw	Most of them keep pigs. No bees.	Very cordial. Now and again a farmer gets a cantankerous man. Men are very restless now.	Restlessness, and moving from farm to farm to evade creditors.	"His men appear to be very well off."
C. Frazer, Pinkerton	All have pigs. No bees. No poultry.	Quite cordial so far	Susceptibility to outside influence.	Great improvement in wages and cottages.
R. Anderson, Pinkerton	Same as Mr. Frazer	If left alone there will be no ill-feeling.	Susceptibility to outside influence.	—
W. Davidson, Winterfield	All have pigs	Quite cordial.	—	—
— Wilson, Chapelhill	All keep pigs. No poultry nor bees.	Upon the whole a good feeling exists. Has 23 families in his employ and only one removal since 1890.	Frequent changing from place to place.	Wage of a ploughman in— £ s. d. 1870 - 43 5 4 1892 - 49 16 4 Increase, 15 per cent. - 6 11 0
J. F. Bayley, Halls	All keep pigs. Some feed two in the year. Bought as suckers and feed to 14 or 15 stone weight.	Very good. The men are steady honest fellows.	No complaints	"Steady honest fellows and in most comfortable circumstances."
T. P. Hope, The Knowes	All keep pigs	No trouble of any kind with his men. Has a high opinion of his servants.	No complaints	"Does not think they save any more money now than they did when wages were about half of what they now are. But they dress better, live better, and are better educated."
J. B. Handyside and George Ford, Fenton.	All keep pigs. No poultry and very seldom bees.	Most cordial in every respect. The men stay well on both farms.	No complaints	"They live well and dress well, but they do not attempt to save money."
C. Smith, The Estate Office, Whittingham.	No pigs allowed. Milk to the value of 30s. is given in lieu of liberty to keep a pig.	—	No complaints	"No improvement except that they spend more, live better, and dress finer. They save no more money. Porridge not so much used as formerly."
Mr. Buchan, manager at Craigmillar, Liberton.	Pigs if they like. Neither poultry nor bees.	Most cordial	Some men will not settle down, but keep flitting from pure love of change.	"They live better and dress better. Some actually wear kid gloves when going to hiring markets. Many forget their education, others keep it up. Education does not seem to improve the men for farm labour."
Messrs. Harper and Torrance, Dalkeith District.	Almost all keep pigs	Most friendly	No complaints	"The men are not saving money. Since the abolition of gains the people seem to spend more and save less. They are quiet, temperate, and moral."
Mr. R. Ainslie, Doddridge, Midlothian.	All keep pigs. No poultry allowed.	Most friendly	Do not work so hard.	—
Mr. St. C. Cunningham, Adniston, Tranent.	Pigs. No poultry. No bees.	Not bad	Unsettled and listen to agitators about the coal-pits.	Should surely lay by money if they tried. One family on this farm draws— £ s. d. Father, a hind 52 0 0 A son (lad) - 35 0 0 A son (boy) - 28 0 0 Two girls - 48 0 0 Total £163 0 0
Mr. Stoddart, Winton Hall, Pencaitland.	Nearly every man keeps his pig or pigs.	—	No complaints.	—
Mr. Elder, Bearford, Haddington.	Pigs	The greatest good feeling prevails.	—	"As a rule they do not save a penny. The more wages they get the better they live. The money is spent as it comes in. The wives get into debt with grocers who come round."
Four Farmers, near North Berwick.	Nearly all have pigs	—	Men not so much interested in their work as formerly.	—

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ROYAL COMMISSION ON LABOUR.

THE AGRICULTURAL LABOURER.

SCOTLAND.

REPORT

BY

MR. R. HUNTER PRINGLE
(ASSISTANT COMMISSIONER),

UPON

"BREADALBANE" IN PERTHSHIRE

(A HIGHLAND PASTORAL DISTRICT).

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THE AGRICULTURAL LABOURER.

To GEOFFREY DRAGE, Esq., Secretary,
Royal Commission on Labour.

THE AGRICULTURAL LABOURER.

54, York Road, Kingstown, Co. Dublin,
SIR, May 1893.

I have now the honour to submit my report upon "Breadalbane," the district selected as representative of the *Highland Pastoral Country*.

From March 16th to April 1st, and favoured by fine weather, I conducted my personal examination and inspection of this portion of the Highlands. From Killin, I visited farms throughout the southern, central, and western portions, extending from Ardeonaig on the south shore of Loch Tay to Tyndrum and Dalmally on the borders of Argyleshire. From Kinloch Rannoch I accomplished the general survey of the northern part of the district.

Description of Breadalbane.

1. The name "Breadalbane" at once signifies a clanship, and although it is not recognised in county statistics, still it is a convenient expression for the purposes of this report, and shall be used as such.

"Breadalbane" belongs chiefly to the Marquis of Breadalbane, whose residence is Taymouth Castle, at the east end of Loch Tay. Its greatest length may be stated at 35 miles, its greatest breadth 30 miles. The area of the district and the parishes of which it is composed are as follows:—

		Acres.
1.	Parish of Balquidder - -	54,674
2.	,, Killin - -	96,926
3.	,, Kenmore - -	67,195
4.	,, Weem (part) -	22,326
5.	,, Fortingall - -	196,683
6.	,, Logierait (part) -	12,800
		450,604

or a little over 704 square miles.

The mountains.

2. This is a mountainous country. The Grampian range, turning from its western course after rounding Loch Ericht and Benalder Forest, stretches southwards through this portion of Perthshire till the boundary of Dumbarton County is reached. Many of the peaks in Breadalbane exceed 3,000 feet in height. Some approach close to 4,000 feet. Ben Lawers, rising from Loch Tay, 3,984 feet, Ben More, in Glen Dochart, 3,843 feet, Ben Laoigh, near Tyndrum, 3,708 feet, Schiehallion, overlooking the Tummel Valley, 3,547 feet, Ben Creachan, 3,540 feet, and Meall Ghaordie, in Glen Lyon, 3,407 feet, Ben Chullaich and Ben Mholach, in Rannoch, may be given as the highest points, but take the district as a whole, it is one of the steepest and most mountainous in the Scottish Highlands.

The rivers and glens.

3. Running in rocky beds between the hills, there are various rivers, each of which lends its name to the hollows or glens along which it courses. The rivers Dochart and Lochay, joining Loch Tay at Killin, drain Glen Dochart and Glen Lochay. The Lyon, flowing into the River Tay below Taymouth Castle, drains Glen Lyon. In like manner Glen Ogle and Glen Ericht derive their names from streams which, rising in the bosom of the hills, wend their way down the low-lying flats to join the Tay or the lochs which feed her.

As might be expected, the character of the soil in those valleys is vastly superior to that of the mountains. From the rivers themselves I do not think there has at any time been much alluvial deposit. The rocks of the district are peculiarly hard, and difficult of disintegration, and even when in high flood and far beyond their natural boundaries, there is little fertilising sediment deposited by swollen streams. But there has been throughout the long years of past ages a washing of soil from the hill sides into the valleys, and the land so formed is suitable for arable farming. Nearly every farm in these localities has some valley land along with hill, and there, either a few acres of corn and roots or meadows cut for hay will be found.

B.—III. BREADALBANE.

Character of the mountain soil and herbage.

4. The soil on the mountain slopes is almost barren. The herbage is poor, scanty, and coarse, heather being the chief plant. Much of the land is well-nigh inaccessible. The grazing is suited only to black-faced Highland sheep, and they form the sole stock of farmers for hill purposes. For the better pastures lower down and in the valleys West Highland cattle are kept.

Large extent under timber.

5. One special feature of the district is the large extent under timber, and the fine quality and great size of the trees. Along the shores of both Loch Tay and Loch Rannoch, thousands of acres under larch, Scotch and spruce fir are found, many of the trees being of great size, and forming most valuable material for sale or use. The natural black wood of Dall, on Loch Rannoch, is used chiefly as a deer forest, and trees are seldom sold therefrom. On the north side of the same lake, on Sir Robert Moncrieff's property, I noticed a large extent newly planted and substantially fenced off.

Valuable shootings.

6. The grouse and black-game shootings of this part of the Highlands are very valuable, and large rents are given for good grouse grounds. Fine shooting lodges are numerous, and, as will hereafter be seen, their presence is of great benefit to the shepherds of the pastoral farms. The tenants come north during summer, and stay till late in autumn, enjoying first the splendid air and beautiful scenery of Breadalbane, and, from the 12th of August, the sport afforded by the grouse and black-game.

Accessibility.

7. On Loch Tay there are several summer resorts for townspeople and fishers. Since first I saw Killin in 1872 it appears to have almost doubled in size. The Oban and Callander Railway places the Loch Tay and Loch Earn division of the district within easy reach of Edinburgh and Glasgow, while the Highland Railway similarly serves the Rannoch end. A new line from Glasgow to Fort William viâ Helensburgh, Glen Falloch, and Tyndrum, is now in process of construction, and affords employment to many labourers.

Climate.

8. The climate in Breadalbane partakes of the general characteristics of mountainous districts. The winters are long and severe, the springs wet and late, the summers bracing and pleasant. But although in winter snow frequently lies deep for months, completely preventing the sheep from feeding on the exposed hills, still there is so much shelter from timber and glens, that what is known as "foddering," that is carrying food to sheep, is less resorted to than on the mountains which form the highlands of the south of Scotland. This is a matter of considerable importance to the shepherds, for "foddering" entails heavy and fatiguing work, and in many cases can be accomplished only by by men carrying the hay on their own backs. During the winter of 1892-93 no hand foddering was done on any of the farms visited by me, and during the month of March the weather was remarkably mild and the grass in the valleys showing quite green.

The district is well roaded, and the rivers all bridged over with substantial stone and lime structures. This greatly facilitates the passage of sheep travelling from farm to farm or from farms to the large sales at Perth. Long ago many of the rivers had to be forded by man and beast, an unpleasant operation at certain times of the year, and attended by considerable danger to health.

Size of farms.

9. Counted by acres, some of the farms are enormous. The trustees of the late Mr. Willison hold in Glen Lyon, Glen Lochay, and Glen Dochart not less than 40,000 acres. In summer, when the shearlings are at home and the ewes and wethers on the hill, those farms carry a stock of about 16,000 sheep exclusive of lambs. Many Highland cattle are also kept.

Mr. McDermid, Camusericht, Kinloch Rannoch, besides his herd of excellent Highland cattle, has

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slightly over 5,000 ewes and wethers, and, allowing three acres to one sheep, his acreage is between 15,000 and 16,000.

His brother, Mr. McDermid, of Castles, Loch Awe, has between 4,000 and 5,000 sheep and no low ground.

Mr. Stewart, Crianlarich, has 4,000 of mixed genders and ages.

As specimens of smaller farms, Mr. Stewart Campbell, of Kinloch West, has 2,300 ewes and wethers, besides hoggs.* Mr. McLaren, Dall, Ardeonaig, Loch Tay, has 2,000 ewes and wethers.

Although three acres is a general allowance for a sheep in these parts, there are farms chiefly composed of very high land unable to do more than carry a sheep to four or even five acres.

Young sheep wintered from home.

10. It has long been the custom among Breadalbane stock farmers to send their "hoggs" to turnips during winter in the arable districts. Some send to Moray, Banff, and Elgin, others to Fife and Forfar. The turnips are taken by the head per week. Of late, turnip "factors," who contract for the wintering of hoggs, have become numerous. Such men make their bargains first with arable farmers and finally with the sheep owners. The price runs from 3*d.* to 4*d.* per week per head for hoggs, and 5*d.* to 6*d.* for full grown sheep. The "turnipping" of a hogg is generally stated as costing 7*s.* They are sent away in November before winter sets in and return in April.

Duties of the orra shepherd.

11. An "orra" shepherd, or man specially engaged, accompanies the sheep, stays to look after them, and finally brings them back in spring. On some farms (Willison's for instance) the orra shepherds are constantly employed at home between turnip seasons. They assist the regular herds in tending the sheep on the hills, dipping, washing, clipping, weaning or "speaning" as it is called, and smearing. They take part in haymaking and harvest (when such there is), turnip and potato hoeing, peat casting and drying, &c. As a general rule these men are unmarried, and lodge with the married shepherds or board in the farmhouse, with use of a bothy for night quarters.

The going with hoggs to the low country is accounted a pleasant job on the whole. Some hill farmers have sent sheep to the same locality for many years, and the herds who accompany them have struck up acquaintances and made many friends away from home. When in Fifeshire before Christmas I saw some lots of Highland hoggs in charge of orra herds, and was told by the farmers that they (the herds) made themselves quite at home, either lodging in a farm cottage or throwing in their lot with the "bothy chaps."

The loss from braxy among Highland flocks.

12. The habit of turnipping young sheep from home appears originally to have been rendered necessary in order to escape from a frightful scourge to which hill flocks in this district are liable. The disease in Scotland called "braxy" is as much dreaded in the Highlands as "loupin' ill" is among the Cheviot, Lowther, and Lead Hills of the southern counties. But in symptoms and character the two plagues are altogether dissimilar. "Braxy" is a violent inflammatory sickness (it is often termed "the sickness"). It particularly attacks young sheep. It affects the interior portions of the system, and although slight attacks are at times successfully treated, the patient in the large majority of cases is seized with such virulence that it survives but a few hours. Treatment in severe cases is quite useless, the butcher's knife being considered the best policy. Braxy is to a certain extent peculiar to districts, or *endemic*, and in this respect it resembles "loupin' ill," but the areas affected are far wider than can be said of the other disease. Indeed, hill farmers have assured me of the impossibility of telling when and where it may not break out. A good deal, I think, depends on the character of the season as affecting the digestibility of the herbage upon which the sheep feed. "Loupin' ill" is not only distinctly an endemic, but it has been known to assume an *epizootic* or *epidemic* form. In its features and modifications it resembles paralysis or apoplexy. "Loupin' ill" is generally protracted in its advance and progress; braxy, on the contrary, is rapid and fierce.

Braxy mutton.

13. The bodies of braxied sheep, whether death be the direct result of the knife or caused by the disease, are not rejected as unfit for human food. After the removal of the skin and offal the carcase is quartered, placed in salt brine for some weeks, then hung up to dry. Gradually the flesh hardens, so much that at last it resembles a piece of petrified dark coloured wood more than mutton. To prepare braxy mutton for the table, it is first necessary to steep it freely in warm water, thereby removing much of the salt and softening the flesh; it is then boiled.

This mutton, although it dare not be exposed for sale in any public market place, is not disliked among the shepherds and labourers of Breadalbane, and it is readily valued at 3*d.* per pound. The general custom among farmers is to give to each shepherd a given number of braxy carcases. On some farms each herd gets whatever dies on his run or "hirsel" from braxy, but I find this only takes place among farmers whose land lies far away from means of disposal, or who, having no farm labourers on arable ground, cannot turn the mutton to any useful purpose.

The allowance of braxy to each shepherd.

The evidence of herds goes to show that from six to ten carcasses come their way every year. One shepherd told me that "he daredsay he might have a couple "of score of braxies if he liked, for they were no good "to any one else, only his hirsel was so big he could "not carry home any that died far up on the hill, and "from six to eight was enough for his requirements." Both farmers and shepherds agreed to 5*s.* per carcass as being a fair value to attach to braxy mutton.

Prior to the turnipping of hoggs, the mortality among that age of sheep was enormous in some districts. In a lucky year a farmer was happy if he had no more than 20 per cent. of deaths, in a bad season the death rate ran up to 40 and even 50 per cent.

The life and work of a Breadalbane shepherd.

14. The life and labour of a hill shepherd is different in many ways to that of a man in a similar position on a low country farm. There is an amount of irregularity in his hours, and classes of work unknown in other localities. This may be attributed to various causes.

1. Hill sheep run loose and wild on the mountains; there are no fenced fields and no distinct lots. Twin ewes or ewes with twin lambs, as a rule, mix with those which have single lambs. Ewes and wethers run together.
2. The grazing ground is very extensive. Each herd will have from 3,000 to 4,000 acres under his care. Much of this expanse is unfrequented by sheep. Sometimes the flock may be found close to the herd's cottage, next day they may be at the farthest end of the hill. Sometimes they are seen industriously nibbling away in the glens or "cleuchs," at other times they are right away up the mountains gnawing at the heather.
3. During winter, when the weather is moderate and open, when there is little or no snow and no hand feeding is required, the herd's time is easy and his mind unharassed. But given a severe snowstorm and a prolonged frost, he is toiling from daylight to dark, often going for whole days in search of stray sheep through deep snow wreaths.

   Our Highland herd has almost every day to do what an "inby" shepherd never has to do; he has to "*look for*" *his sheep*. A common question among these men is "where did ye find them the day, Sandy?" If Sandy, one of whose daily duties is to examine and number or "tell" his hirsel every morning, has discovered them near at hand, it goes without saying that his work has been short in comparison to what it would have been had the animals been scattered over the hill sides three miles off.

   Now, at the time of my visit, the weather was remarkably mild and open, and the shepherd's lot was an easy one.

A hirsel, explanation of the term.

15. Each man has his own "*hirsel.*" There are "ewe hirsels," "wether hirsels," and "ewe and wether hirsels." The greater the proportion of wethers the more numerous the hirsel. For instance, a herd near Schiehallion has a wether and ewe hirsel (about half ewe) numbering 1,500. A herd near Tyndrum has 1,600 wethers, no ewes. John Ferguson, in Mr. Willison's employment in Glen Dochart, has 500 breeding ewes, 300 hoggs, 140 two-year old wethers, 140 three-year old wethers, 14 rams, 54 ram hoggs (hand fed), and 16 young cattle to fodder morning and evening. The hoggs are turnip fed on the arable portion of the farm. This man was said to have an exceptionally heavy charge, but at the time of my visit in the afternoon, he was busy in his garden. He said that in a fine spring he had plenty time to himself, but when the weather was stormy he had his hands full.

The usual number of breeding ewes to one herd is 1,000.

* Term applied to sheep between the time they are weaned or speaned and the day of first shearing.

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In addition to their sheep, herds have generally a few cattle to look after, but as this is chiefly in summer, and the cattle not much given to roam wide, very little extra work is thereby entailed.

How a shepherd spends the day.

16. The Highland shepherd's day commences with a light breakfast, between 5 and 6 a.m. in summer, or before daybreak in winter. He at once proceeds to the hill, looks his sheep and returns for his heavy breakfast about 9.30. Quoting from John McNab's evidence (McNab has an unusually large hirsel), I find his work so described.

"In summer, a cup of tea between 5 and 6. Breakfast on returning from looking the hill about 9.30 or 10. In spring, goes after breakfast to the far end of the farm to help the keepers to burn heather. Only looks the sheep in the morning. In winter, has his breakfast at break of day, and does not return from the hill till night-fall. Sheep seldom require hand feeding, even in the most severe storms. Only the weak ones are fed."

The "looking" of sheep is not such a tedious business as one might imagine, seeing that the ground lies so wide apart. It is accomplished thus. Sheep are gregarious in their habits. Although McNab has 1,600 under his care, and probably 6,000 acres of a run, the whole hirsel may be found within 500 acres of a morning. On discovering their whereabouts, a shrill and loud whistle is sounded on the little finger or two middle fingers, and the sheep run together. The two collie dogs are sent round the outskirts of the flock to bring in stragglers or such as love to wander from their fellows. The herd as a rule stands still while his flock gathers in front of him. When satisfied they are all collected, he looks through them carefully.

On each farm there are "folds" or "fanks," places specially made for sorting sheep. All operations necessitating "handling" of many sheep are conducted there. A dipping tub is erected in the fank, and separate divisions opening from the drawing or shedding pen, enable the herd to carry on his work of paring feet, removing dirty wool, or dressing for cutaneous affections with expedition and without fear of confusion.

At such times as clipping, dipping, or "speaning," which is the separation of lambs from ewes, the work is conducted by the whole of the herds on the farms at the fanks belonging to each hirsel. The herds are each in turn at the head of affairs.

The system pursued on large pastoral farms is this. The herd whose flock will be shorn has first thing in the morning to bring his lot into the fank. While so engaged, his brother herds are looking their lots, and making their way to the general rendezvous. Breakfast (as a rule supplied by the employer) is taken by the assembled herds, and then the work of the day commences.

At other times each shepherd labours by himself, arranges his own hours, and exercises his own discretion as to what to do and what not to do. In the summer season, when food is plenty and the sheep little trouble, shepherds help at haymaking. There are numerous instances of hirsels far away among the hills, and unapproached by roads. In the interests of ewes it is necessary to have a supply of hay made on the spot, because in the event of a snowstorm it would be impossible to obtain provender from other quarters. Any places, therefore, where the herbage is of good quality, are set apart to be mown, and converted into hay, and this is generally done by the herd himself, assisted by his family. The master looks to his man to do such work whenever he finds he has spare time.

But on very extensive pastoral occupations there are some men kept for odd jobs during summer, "orra shepherds," for instance, and they go from hirsel to hirsel mowing and saving hay, or, at any rate, so far forwarding the work that the herd and his family may carry it on.

The orra men often mow the grass, leaving the herd to shake it out and get it fit for field-cocks. The orra men then return with a horse, and by the united efforts of the company the crop is safely placed in a rick or stack and thatched with rushes or reeds.

A considerable portion of a hill shepherd's time is devoted to his own interests. He has his garden, his small croft or patch of land, and his peat cutting and saving to look after. These will be referred to seriatim when treating of wages and earnings, but it is well to state here that whatever is done is performed in the master's time and at his expense.

How shepherds benefit from the presence of shooting tenants.

17. In a district where the supply of game is such an important consideration to the sporting tenants, shepherds have much power for good or evil. They discover nests, they find out places frequented by young broods, they have numerous opportunities of killing vermin which wage war against grouse and black-game, and they are accordingly more or less influenced by their feelings towards shooting tenants and gamekeepers, in the movements of their sheep, and the proclivities of their dogs. Needless to say, a shepherd who is careful to avoid disturbing broods or nests, and who is able to show a good head of game, loses not his reward. Shepherds are in the habit of receiving liberal gratuities from shooting tenants. 3*l.* a year was stated by one man, 1*l.* by another, and 2*l.* by several. But these "tips" are of little importance in comparison with the value of the opportunities afforded for disposing of eggs, milk, and butter to the occupants of the shooting lodge during at least four months of the year.

Mrs. McDermid, of Camusericht, Rannoch, negotiates sales of those things for her husband's shepherds, and she tells me that the prices realised last summer were—

	d.	
Milk - - -	16	per gallon.
Fresh butter - -	18	,, pound.
Eggs - -	18	,, dozen.

One of the Camusericht herds has two cows, and his wife sells butter through Mrs. McDermid. For two months (July and August 1892) she received 7*l.* 18*s.* 10*d.* for butter alone. This herd's cottage is up among the hills, so that it is better for his wife to make butter, which is portable, than deal in new milk, which might suffer in transport. Mrs. McDermid adds that "all "the people keep ducks and poultry, the produce of "which is very valuable here."

Competing industries.

18. The only competing industry (if industry it might be called) in Breadalbane, is temporary employment during shooting time for "ghillies" or bag-carriers, and this description of occupation is not within reach of men engaged by the year, and constantly employed as pastoral or agricultural labourers. Ghillies are chiefly obtained from the crofter classes, and these are favourably situated for the duties required of them, being generally the owners of a stout hill pony. Of recent years the attractions of large towns have drawn away many of the young men and women.

Decrease in population since 1871.

19. The population of the district was in 1871 8,917. In 1881 it fell to 7,899, a decrease of 11·4 per cent. Between 1881 and 1891, owing, mainly, to the great extension of Killin village and vicinity, it recovered so far as to number at last census 8,405, being an increase on 1881 of 6·4 per cent., but a decrease on 1871 of 5.7 per cent. The exodus of females is somewhat surprising; by reference to the tables at Appendix A1. (Analysis 1871–1891) it will be seen that the loss in population is nominal in males, but rather over 11 per cent. in females. If we take into account the fact that a large proportion of the young women now resident in the district are engaged in domestic service about the hotels and town houses, the very pronounced scarcity of female agricultural labourers or country servants, keenly felt by farmers, will be explained.

Crofts and crofters.

20. Thirty or forty years ago there was in this district an extensive crofter system. From various causes, notably the discouragement of the system by landowners and the opportunities for migration and emigration, crofts have been greatly reduced in number, and it is not improbable that before long there will be few left.

The following definition of a crofter I extract from "The Report of Her Majesty's Commission of Inquiry "into the conditition of the Crofters and Cottars of the "Highlands and Islands of Scotland, 1884."

"By the word 'crofter' is usually understood a small "tenant of land with or without a lease, who finds in the "cultivation and produce of his holding a material portion of his occupation, earnings, and sustenance, and "who pays rent directly to the proprietor.

"The term 'cottar' commonly imports the occupier "of a dwelling with or without a small portion of land, "whose main subsistence is by the wages of labour, and "whose rent, if any, is paid to a tenant and not to the "landlord. The crofter is a small farmer who may live "partly by the wages of labour, the cottar is a labourer "who may have some share in the soil. But these definitions are deceptive, for there are crofters who are "sub-tenants under tacksmen, and there are many "cottars who pay rent to the owner. The distinction

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B.—III. BREADALBANE.

"between the two classes is more easily felt and understood than delineated, for the purposes of this inquiry "and report we limit the class of crofters to tenants "paying not more than 30*l.* annual rent, but we are "unable to fix any point in rental below which the "crofter descends into the cottar class." (Report, page 3.)

Now in Breadalbane the term "crofter" is applied to any man who *pays rent* for a small piece of land as distinct from a garden. Crofts vary from 1 to 30 acres, anything over that would constitute a *small farm or holding*. A man paying rent for, say, two acres with a house "has a croft" and is a crofter, even though he does not spend one day in 20 cultivating his own soil. A fisherman may be a crofter, nearly all the Loch Tay fishermen have crofts and are crofters. Many gamekeepers are crofters. One croft visited by me near Ardeonaig was occupied by a gamekeeper on Taymouth estate. He had three acres of arable land, right of commonage for two cows on the mountain, a cottage on the croft, and although he was a regular and constant servant to the Marquis of Breadalbane he was regarded as a crofter. The payment of rent, I think, determines the question as to who is and who is not a crofter in this district. Many shepherds have crofts, but they pay no rents, neither do they pay their master for tilling their crofts, consequently they are not crofters.

The word *croft* is applied to a cottager's enclosure. In the Lothians, people would say "Such a man has "a big garden or little field," in Breadalbane "such "a man has a croft," but a *crofter* he is not, unless he pays rent for his land.

Mr. McDermid says:—"A crofter earns partly out of "his croft, and partly by work. His croft will not "keep him. No crofts in this part of the country will "exceed three acres. A cottar has only a garden, and "earns his living by working for a master. A small "holding will run up to 100 acres."

When agricultural labour was plenty in these parts, the small crofter lived mainly by what he earned by working for others. His croft supplied him with the perquisites of a Fife ploughman, the meal, milk, potatoes, and house. But since the fall in the value of corn and the reduction of land under cultivation, the crofters have been deprived of outside employment, and they have gradually disappeared from the hill sides, upon which traces of their old houses and field fences may still be detected.

It was represented to me that Breadalbane should be included in the operations of the Crofters' Commission, and complaints about excessive rents were numerous. I looked over several crofts in the district, and discovered that in addition to the land and the cottage, right of commonage was attached to each croft. A man with two acres and a cottage should not overlook the value of free grass for a cow from May till October when calculating the rent on his croft, yet many do overlook it.

Small holdings or farms.

21. Here and there, small holdings occur, but they also are steadily dying out. On the north shore of Loch Tay, about half way between Killin and Kenmore, a few may be seen. The acreages vary from 20 to 100, and as the land faces the south, fair crops are grown, but the occupiers depend a good deal upon shooting tenants, who employ them on the moors, besides buying their milk, butter, and eggs.

In going amongst the crofts and small holdings of Breadalbane I found a repetition of what is related of Irish peasant farms. The young persons, male and female, either all gone away or wanting to get away, and the parents complaining that without other labour the crofts were unable to kept them.

In collecting information for this report it was necessary to visit both employers and employed. The distances were too wide to permit of shepherds attending public meetings. Neither was the time of year suitable for meetings; the days were short, and it requires daylight to take short cuts across the Breadalbane mountains.

I.—The Supply of Labour.

Demand.

22. When corn began to fall and stock to rise in price, a large area of land was laid away to grass. This area has been increasing ever since. On many hill farms a pair of plough horses used to be kept, and a few labourers employed. Now the land is all in grass, and either mown or permanently grazed. There is, consequently, a great decrease in demand for agricultural labourers, both male and female.

THE AGRICULTURAL LABOURER.

Of late years, since the crofter system began to break up, small farms have been thrown together, and this has further reduced the demand for labour.

Even casual labourers are little looked for now, and in past times they were much wanted.

Shepherds are as much required as ever. But there is a tendency among hill farmers to increase where practicable the size of hirsels, in the hope of reducing the annual wage account. Orra shepherds, with a fair amount of experience in lambing ewes or attending hoggs on turnips, are in rather greater demand than formerly.

Supply.

23. The supply of agricultural labourers and ploughmen is very limited. Mr. Robertson, of Killin, who has much to do with land management in Breadalbane, puts the decrease in supply, as compared with 20 years ago, at 50 per cent. Young unmarried men are prefered for farm work, and of late they have taken a dislike to rural employment, and gone to large towns. The employers agree that this scarcity of labourers is chiefly due to the decrease in the number of crofts. Mr. Kerr, schoolmaster at Ardeonaig, gave useful evidence upon the preference of young men of the crofter class for town work. Mr. Kerr has had much experience among crofters, and he lives in a locality where crofts are unusually numerous.

Mr. Kerr says the crofters are industrious and willing to work, but now that there is no work to be had, many have gone to Edinburgh and Glasgow. Many of his best pupils have gone into the spirit trade in Glasgow. They are selected by brewers and distillers on account of their strict attention to business and sobriety. The brewers advance the money to "run" the shop, and take repayment by instalments. Failures seldom occur, he does not know a single case of any from Ardeonaig having got into trouble. Mr. Kerr describes the depopulation of the district as "extraordinary and distressing." Between depopulation and migration, he considers 50 per cent. as under the mark with respect to the decrease in supply of farm labourers.

Female labourers, or women to work "in and out," *i.e.*, both in the farmhouse and on the land, can hardly be obtained in the neighbourhood. Mr. McDermid, of Camusericht, says, "Women are almost ungettable, we "must go to the Western Islands for them." As relating to the Rannoch district, he says further, "I "should say labourers had decreased from 20 to 30 per "cent. since 1870, and women from 60 to 80. I am "better off than most people in the matter of young "men, but I have to get them from Morayshire."

Of shepherds there is no scarcity. Indeed, it was stated by three large hill farmers who were there, that at Dalmally hiring on March 15th there was rather an over supply of shepherds, particularly of married men. It seems to be as true of shepherds in Breadalbane, with its rough hills and rugged mountains, as in the fertile plains of Haddington, that they dislike change and will live and die where their fathers have lived and died before them, not upon compulsion but from preference. Once a man gets a hirsel, a wife, and a cottage he appears to be settled, or as an American would call it "fixed up," for life. Separations between master and servant do, of course, occasionally take place, but I have no hesitation in saying that the majority of shepherds in Breadalbane have known but *one* employer.

Immigration.

24. With the exception of a few men and women from the island of Skye, who spend the summer months on farms where a large quantity of hay is cut, there is no intermittent employment of strangers. At Camusericht, Mr. McDermid has two or three Skye men from May till November working at various jobs on the farm.

Most of the house servants are "Skeonachs," that is, belonging to the island of Skye.

Tramps or vagrants are numerous. They are said to work for a day or two at times, then they tire of it. Farmers agree that they are not worth feeding. No Irish visit Breadalbane. Neither do people come looking for work as in arable counties.

Efficiency of labourers.

25. Farm labourers are not so satisfactory in their work as they once were. They can work as well as ever, for they are better fed and stronger, but they are listless and take little interest in their master's affairs. Shepherds on the contrary show no falling off. Men who have been for 20 or 30 years in the same situation, are as attentive and skilful to-day as ever they were. Employers who have farms in other parts of the Highlands besides Breadalbane, are of opinion that the men in this locality are quite as good all round as in

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Ross or Sutherland. A few thought that wages were higher here than further north. Mr. McDermid, of Camusericht, said, "10 per cent.," but he was disposed to believe that hirsels were rather larger in Breadalbane.

II.—Conditions of Engagement.

Nature of employment.

26. Wherever there is a little arable land, or on farms where a horse or two are required for carting and odd jobs, a small staff of regular and constant labourers is kept. Mr. McLaren, at Dall, Ardeonaig, keeps two ploughmen, both of whom sleep in the bothy and are fed in the house. The bothy and farm kitchen system is general for unmarried labourers, and most of them are in that position.

Shepherds in charge of hirsels are in constant service. They are mostly married, and have cottages with gardens or crofts. Many of the orra shepherds are regular servants, employed all the year round.

Yearly engagements are general, the period of engagement being from Whitsunday to Whitsunday. Hiring is done by word of mouth, and records of engagement are seldom kept. Mr. Robertson, however, acting on behalf of the Willison trustees, often engages by letter. The following is a closing note of engagement:—

Killin, 25th November 1892.

Dear Sir,

I have your letter of the 24th inst., intimating that you have accepted my offer of wages as shepherd at Loch Dochart, as follows:—Money wage 25*l.* per annum, with keep of a cow and calf till it is a year old, and 6½ bolls meal, and of course a house. In spring I will try and get some potato ground for you.

Yours truly,

(Signed) R. A. Robertson.

Mr. John Montgomery,
Larachbeg.

Women are engaged either by the year or half year, but regular outdoor women workers are scarcely heard of in the district. It was stated by some employers that young men were desirous of engaging for six in place of twelve months, but I heard of no cases where the old yearly custom had been changed.

Hours of work.

27. The hours of work for agricultural labourers are—In summer from 7 a.m. to 7 p.m., with two hours at midday for dinner. Sometimes they take half an hour less at midday and stop at 6.30 instead of going on till 7. The hours of work are therefore 10, and to this must be added half an hour for journeys done in the labourers' own time.

In winter from daylight to dark or from seven to 8½ hours.

Attendance on horses.

Persons in charge of horses spend one hour in stables before starting work, half an hour at midday, and half an hour after work is finished for the day. They are employed for 12 hours in summer when the horses are working full time, but it can hardly be said that the same hours are constantly observed here as in arable counties. On many of the farms visited there was very little work for horses, and although there were both horses and horsemen on the premises, most of their time was spent in jobbing. A horse would be in a cart to-day and at the station with the farmer to-morrow.

In winter, horsemen yoke at daylight, loose at dark, and keep the midday interval as short as possible. After supper they go back to stables for half an hour.

Shepherds, at such seasons as lambing time, clippings, dippings, separating lambs from ewes, &c. work very long hours. They have in addition to their special work to go round their flocks on the hill. It is well nigh impossible to put a figure on a shepherd's hours at such seasons, but from 5 a.m. till 7 p.m. he is at some work or other. Of the 14 hours not more than 1½ will be taken up by meals, so the herd's day is sometimes a hard one. On the other hand, at ordinary times the shepherd has the afternoon practically to himself. Perhaps for four months in the year he does not work more than six hours a day; for other four, eight hours; for two at special seasons, 10 to 12; and for two during lambing and after the lambs are taken from the ewes, from 12 to 15.

Sunday work and hours.

28. Men in charge of horses have, on Sunday, to attend to them in stables morning and evening. One of them stays about all day and waters and feeds the beasts at midday. Sunday work will not exceed an hour and a half for those "off duty" at midday. Sunday to a shepherd is little different to Saturday. At lambing time he must remain with his ewes all day, but at other times, after looking the hill, he has plenty opportunities for relaxation. Most of the shepherds are regular attenders at church; some, indeed, are office-bearers in the little churches among the hills, and seldom miss a Sabbath day's service.

III.—Wages and Earnings.

29. Wages have remained stationary for the past three years, except in the case of juniors, who, owing to the scarcity of labourers, have generally succeeded in getting a slight increase.

Earnings of labourers.

The earnings of an agricultural labourer are divided into different sections. If a single man, he has—1st, free bothy accommodation, with use of bed, blankets, and sheets, free fuel for bothy fire, towels, often soap and lights; 2nd, free board in the farm kitchen; 3rd, a money wage.

The bothies are good and comfortable in Breadalbane, superior to most in Fife, and better looked after. Either coals or peat is given for the fire. Coals are dear, the price (cartage included) runs from 25*s.* to 30*s.* per ton, while peat costs, to buy, about 5*s.* per cart load of, say, 12 cwts. Bothy accommodation the labourers thought to be well worth 1*s.* per week, or 2*l.* 12*s.* a year.

Free board in the kitchen we agreed to be worth 1*s.* per day, or 18*l.* 5*s.* a year. There are three meals. Breakfast of porridge and milk, followed by tea, bread, and butter. Dinner of two courses, broth, followed by braxy mutton and potatoes. Tea or supper of porridge and milk, followed by tea, with bread and butter.

Money wages vary from 18*l.* to juniors to 30*l.*

Ploughman's wages and earnings.

30. A general wage for a good steady, experienced ploughman or farm labourer is—

	£	s.	d.
Cash	26	0	0
Board at 1*s.* per day	18	5	0
Bothy accommodation at 1*s.* per week	2	12	0
	£46	17	0

No special or extra wages are given at haytime or harvest, and as the men are fed by the employer at all times, no extra charge can be made for meals sent out to the hay or harvest field.

On Glen Lochay Farm two horsemen are kept for jobbing work. (There is no tillage here.) They board and lodge in the farmhouse, which is occupied by John Campbell, head shepherd or stock manager on the Willison holdings. Campbell calculates their wages thus—

Horseman, *age* 22.

	£	s.	d.
Cash	22	0	0
Board and lodging, 52 at 8*s.*	20	16	0
	£42	16	0

Horseman, *age* 17.

	£	s.	d.
Cash	14	0	0
Board and lodging, 52 at 8*s.*	20	16	0
	£34	16	0

I did not discover any regular and constant horseman or farm labourers in the occupation of cottages, but when such do occur they are said to be paid in the same way as married shepherds.

Mode of payment to shepherds.

31. The system of paying shepherds is difficult to describe, and still more difficult is it to form a correct estimate of a shepherd's total remuneration or annual revenue. On Lochay Farm, to begin with, there are eight married shepherds. In the case of six of them the money wage is only 14*l.*, out of estimated total annual earnings and wages amounting to 50*l.* 7*s.* When going through the items of salary, I discovered that employers had apparently never gone thoroughly into the question of what perquisites were worth, and extraordinary contradictions of calculations and facts occurred.

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Keep of one or two cows.

(*a.*) This is especially true of "the value of a cow." At Camusericht, Mr. McDermid, an extremely shrewd business man, with great experience behind him, did not think we could charge over 4*l.* a year for the keep of a cow on the hill, but Mrs. McDermid produced a record of payment of 7*l.* 18*s.* 10*d.* for butter for two months, paid to the wife of one of her husband's shepherds, during last year. The man had two cows, but he had also a numerous family, and the quantity of milk consumed over and above what was "set" for butter, must have been considerable.

Mrs. McNab, the herd's wife, at Braes of Foss, valued a cow's keep all the year round at 8*l.* to 9*l.*, and she further said that game keepers "readily paid 9*l.*"

With butter worth 1*s.* 6*d.* per pound, and milk 1*s.* 4*d* per gallon in summer, the value of a cow's keep quite transcends what might be termed ordinary calculations. A cow yielding 300 gallons of milk in the year, and bearing one calf, would bring in 20*l.* 10*s.* to its owner 25 miles from a station on the Highland Railway.

In Haddington County, 3*s.* per week, or 7*l.* 16*s.* per annum, is charged for the keep of a cow summer and winter, and in Roxburghshire from 8*l.* 10*s.* to 9*l.* is considered a fair annual charge. Now in these instances the pasture is good, and either turnips or oilcake forms part of the winter food. In Breadalbane, the hill shepherds' cows have rough, coarse mountain pasture in summer, and poor hay during winter. All things taken into consideration, I cannot see my way to fix the value of a cow's keep, when the cow belongs to the labourer, with reference to what its milk or butter realises in a fancy market, such as these shooting lodges constitute. This exceptional demand lasts but for a few months, and it only operates in the case of shepherds within a reasonable distance of the lodges.

Mr. McDermid's estimate (4*l.*) is, I think, rather low. 5*l.* a year on hill ground and 7*l.* on low land will be fair and reasonable.

The "follower."

(*b.*) In addition to a cow or two cows, Breadalbane shepherds are given the keep of a calf or "follower" until it is a year old. As a matter of fact the follower is seldom sold until it is at least sixteen months old, but as it eats little or no grass for the first four months of its existence, we may confine the charge to 12 months' keep. Mountain pasture in summer and hay in winter, for a beast of this age and class, I value at 2*l.* for the 12 months.

The herd, with the keep of one cow and its follower on hill land, therefore gets the equivalent to 7*l.* per annum. On low land add 2*l.* for the cow and 15*s.* for the follower = 9*l.* 15*s.*

Potatoes.

(*c.*) A few employers give a stated quantity of potatoes to each shepherd. One ton and a half, worth 3*l.*, is given on some farms. But the usual custom is for each man to have as much land tilled for him as he can find seed and manure for.

The shepherd's potato land or croft.

(*d.*) At Camusericht "the herds have as much croft "land as they like to take. They seldom utilise all "they have at their command."

The average size of croft for each herd may be stated as two acres, and of this from a half to one acre is planted with potatoes. All the work is done by the master, the manure being the result of the cow and follower kept over winter. That portion of the croft not under crop is either grazed by the cow or mown for hay. The hay may be manufactured by the herd himself, but he does it in his master's time and is paid for it.

There is something almost incomprehensible about the liberties of a shepherd in the matter of his croft. Employers agreed in saying that their men might crop them in any way they pleased and to any extent they liked. So long as the farm horses were not very busy at other work, the herds could have the use of them and the necessary implements, and if they cared to till every square yard of the croft they were at liberty to do so and welcome to the horse labour and ploughman. But with rare exceptions shepherds do not now avail themselves of their powers, and about three roods under potatoes, with a few drills of turnips and cabbages for the cow, is all they care for. Each rood will yield over one ton of marketable or eatable potatoes, worth 2*l.*; the perquisite I therefore value at 6*l.* per annum.

At Dall, on the south side of Loch Tay, Mr. McLaren's shepherd seems to have handed over his croft to his employer in consideration of getting his cow kept and a rood of potatoes on the low-lying portion of the farm. Originally this croft was subject to a rent payable by the herd, who was a crofter in the strict sense of the term. Now, the arrangement as described by Mr. McLaren is:

"The herd has 2½ acres of a croft with a thatched house and small garden. I pay the rent of 5*l.* 12*s.* 6*d.* per annum. He has the house and garden free. I work the croft and get all the crop, but give him as many turnips as he requires for his cow during winter without any charge. He retains the right of commonage for his cow on the hill, and I pay a boy 2*s.* 6*d.* a year for tending it, along with those belonging to other crofters about Ardeonaig. I also give him the service of my bull free."

There is every reason to believe that since money wages began to supplant payments in kind, and especially "pack flocks" and "crofter's benefits," shepherds have ceased to attach importance to the value of crofts, and so long as they have a garden about one-tenth acre in size and a supply of potatoes from the master, they want no more.

Fuel given.

(*e.*) Coals are too dear, and distance from railway stations too long, to allow of their being in general use. A substitute is found in peat, which is cut and dried during summer.

The work of "casting," "footing," and turning the peat is done by the shepherd assisted by his family. When thoroughly dried it is carted to the herd's cottage by the employer and built in stacks by the herd.

The herd works in his master's time, accordingly the master is paying for the work. No charge is made for liberty to cast peat.

Each cottage burns about 15 tons in the year, equal in calorific power to five tons of coals, and 5*s.* per ton is adjudged to be (taking one season with another) about the cost of cutting and saving it. To this there must be added the cost of cartage. Peat being a light substance and the ground over which it is conveyed rough, a cart cannot carry more than half a ton at a time. A fair charge for cartage will be 1*s.* 6*d.* per ton per mile. The total calculation now appears to be—

	£	*s.*	*d.*
Casting and making of 15 tons of peat at 5*s.* per ton, 3*l.* 15*s.*, of which 3*l.* is done at the employer's expense and in his time - -	3	0	0
Cartage of 15 tons, say one mile, 1*s.* 6*d.*	1	2	6
	£4	2	6

Oatmeal.

(*f.*) Most shepherds receive as part of their bargain 6½ bolls or 65 stones of oatmeal, worth 1*s.* 9*d.* per stone, or 5*l.* 13*s.* 9*d.* On some farms the quantity is larger. At Camusericht 70 stones, and on the Willison farms 80 stones, are allowed. While at Dall, Loch Tay, the quantity falls to 40 stones, and on some farms in Lord Breadalbane's hands, none at all is given.

Pack flocks.

(*g.*) "Pack flocks" are seldom permitted now. Formerly every herd had his 20 or 30 sheep, now only head men have such numbers, and few have any at all. The head shepherd at Camusericht has a pack flock of 30 head (mixed genders), the profits from which on the average of the last three years Mr. McDermid gives as 11*l.* 10*s.* Married shepherds on the same farm are allowed to keep three ewes, and at present prices they are worth 10*s.* each per annum to the owners.

Braxy mutton.

(*h.*) The meaning of "braxy mutton" has already been explained (par. 13), and allusion was made to the fact of shepherds being given certain quantities for their own use. Some herds in a position to dispose of fallen mutton sell more than they consume. One man, for instance, in Glen Dochart gets at least 20 in the year, of which he sells from 12 to 14 (weighing on an average 20 lbs. per carcass). The value of braxy is no small matter to herds who get all that fall in their hirsel and make a trade of selling.

Free house and garden.

(*i.*) The free house and garden now demands attention. Most of the shepherds' cottages in the district are comparatively new and well worth from 1*s.* 6*d.* to 2*s.* per week, or 3*l.* 18*s.* to 5*l.* 4*s.* per annum, to the occupier.

The herds on some farms near Killin, Kenmore, and Loch Tay side, sublet parts of their houses for the summer months to visitors. John Ferguson at Acharn, one of the Willison farms, about 1½ miles up the Dochart from Killin, lets one end of his good house at 15*s.* a week for three months in the year. This rent includes attendance by Mrs. Ferguson, but on the other hand she sells milk and butter to the lodgers.

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Estimated total annual wages and earnings of shepherds. Married men.

32. A. Ferguson's wages and earnings as detailed by himself are—

	£	s.	d.
Cash	20	0	0
Keep of a cow—			
Grass in summer, hay and turnips in winter	7	0	0
Extra for turnips	1	0	0
	8	0	0
Potatoes, 1¼ tons at 2*l.*	2	10	0
Oatmeal, 80 stones at 2*s.*, best quality	8	0	0
Cartage from Killin of 5 tons coals	0	10	0
Braxy sheep, 8 at 5*s.*	2	0	0
Free house and garden	5	0	0
	£46	0	0
His income is increased by rent of lodgings for 13 weeks at 15*s.*	9	15	0
	£55	15	0

This places him on an equal footing with a neighbouring shepherd in his inferior thatched cottage, whose wages and earnings are made up in rather a different way—

	£	s.	d.
Cash	15	0	0
Free house and garden	3	10	0
Keep of two cows, good grass, at 7*l.*	14	0	0
Keep of one follower	2	15	0
Potatoes, 3 roods of a croft at 2*l.*	6	0	0
80 stones oatmeal at 2*s.*	8	0	0
Cartage of coals, 5 tons at 3*s.*	0	15	0
Braxy sheep, 20 at 5*s.*	5	0	0
	£55	0	0

Mr. McDermid, Castles Loch Awe, Argyleshire, Mr. Stewart, of Crianlarich, Tyndrum, and Mr. Macgilt Dalmally, Argyleshire, state the wages of a first-class married shepherd in the western part of Breadalbane to be—

	£	s.	d.
Cash	20	0	0
Slated house and garden	4	0	0
3 roods of croft land tilled for potatoes	6	0	0
Keep of two cows at 5*l.*	10	0	0
Keep of one follower	2	0	0
65 stones oatmeal	5	13	9
Casting and saving of peat	3	0	0
Cartage of peat, 18 tons at 1*s.* 10*d.*	1	13	0
Braxy mutton, 7 at 5*s.*	1	15	0
	£54	1	9

McNab's earnings come to a little less than those already mentioned, and are made up in still a different way. McNab is shepherd on the Braes of Foss, at the foot of the Schiehallion Mountain.

	£	s.	d.
Money	32	0	0
Allowance to wife for attending to men during special seasons	2	0	0
Free house and garden	4	0	0
Peats made and carted	2	0	0
Coals, 2 tons and carted at 30*s.*	3	0	0
Potatoes, 1 ton	2	0	0
No croft. No oatmeal.			
Keep of one cow, good hay in winter	5	0	0
Braxy mutton, all that falls on his hirsel, probably uses 15 carcasses at 5*s.*	3	15	0
	£53	15	0

B.—III. BREADALBANE.

The married shepherds at Camusericht, in Rannoch, get

	£	s.	d.
Money	20	0	0
Free house and garden	4	0	0
Potatoes and turnips, as much as they like to have planted, say	6	0	0
Keep of two cows at 5*l.*	10	0	0
Keep of one follower	2	0	0
Oatmeal, 70 stones at 1*s.* 9*d.*	6	2	6
Braxy, 10 sheep at 5*s.*	2	10	0
Peat cut and saved in employer's time	3	0	0
Cartage, very short distance	0	10	0
Pack flock, three ewes at 10*s.*	1	10	0
	£55	12	6

The married shepherds in Lochay Farm have less money and more perquisites than any I heard of, and they have a little extra in the shape of "shot" or small lambs thrown in:—

	£	s.	d.
Cash	14	0	0
Free house and garden, very good	5	0	0
Potato land, part of a croft	6	0	0
Keep of 2 cows at 5*l.*	10	0	0
Keep of 1 follower	2	0	0
80 stones oatmeal at 1*s.* 9*d.*	7	0	0
Peat cast and saved in employer's time, 20 days at 3*s.*	3	0	0
Cartage, 2 men and 2 horses for 1 day	0	15	0
Braxy sheep, 8 at 5*s.*	2	0	0
4 shot lambs at 3*s.*	0	12	0
	£50	7	0

At Lochay rather an unusual method of payment occurs. The farmhouse is occupied partly by a married shepherd, his wife and son, a boy attending school. Besides his own wage, his wife is allowed 5*l.* for keeping the house, and all three are lodged and boarded free of charge. The figures work out as follows—

	£	s.	d.	£	s.	d.
Shepherd, wage				20	0	0
Board and lodging in house, 52 weeks at 8*s.*				20	16	0
Boy's board and lodging, 52 weeks at 6*s.*				15	12	0
Father and son				£56	8	0
Wife's wage	5	0	0			
Board and lodging, 52 weeks at 7*s.*	18	4	0			
				23	4	0
Total earnings of man and wife				£79	12	0

B. Single shepherds on this Lochay Farm get—

Unmarried shepherds.

	£
In cash	22
80 stones oatmeal	7
Allowances for milk and attendance in herds' houses	4
Braxy	2
Total	£35

These men are generally the sons of resident herds.

In the Tyndrum and Dalmally district, wages to single shepherds run from 22*l.* to 28*l.* Those who sleep in the bothy and get their food in the farm kitchen may safely be charged 8*s.* per week, or 20*l.* 16*s.* for board and lodging. Others, again, live with shepherds or cottars close by, and in addition to their wages they get—

	£	s.	d.
65 stones oatmeal	5	13	9
Milk money	4	0	0
Share of braxy	1	15	0
Allowance for attendance	1	0	0
	£12	8	9

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B.—III. BREADALBANE.

From those figures it would appear that there is considerable advantage in occupying the bothy and making use of the farm kitchen.

Head shepherds.

C. On large pastoral farms, where there are five or more hirsels, a head shepherd is generally found, and he is in receipt of a better salary. His wages and earnings depend upon the responsibility placed upon him. Such men get from 8*l.* to 20*l.* more than ordinary shepherds. A head shepherd on a large farm in Lord Breadalbane's hands receives—

	£	s.	d.
Cash	30	0	0
Free house and garden	4	0	0
Potatoes, say	6	0	0
Keep of 2 cows at 5*l.*	10	0	0
Keep of 2 followers at 2*l.*	4	0	0
Fuel, peat	3	0	0
Cartage of peat	1	14	0
Braxy	1	15	0
	£60	9	0

This farm is managed by Mr. McGilt, the underfactor, but it is 40 miles from his residence.

The head shepherd at Camusericht is thus paid—

	£	s.	d.
Cash	35	0	0
A very good house and garden	5	0	0
Potatoes, 1½ tons at 2*l.*	3	0	0
Keep of cow on low ground	7	0	0
Peat, about 15 tons at 5*s.*	3	15	0
Cartage of peat	1	5	0
Braxy, 2 carcasses	0	10	0
Pack flock of 30 sheep, mixed ages and genders, annual profit taken from average of 3 year, and deducting risk and interest	11	10	0
70 stones oatmeal	6	2	6
	£73	2	6

A still larger wage is given to Mr. McDermid's stock-manager in the island of Tiree, a day's journey by sea and land from Castles, Loch Awe, where Mr. R. McDermid lives—

	£	s.	d.
Cash	45	0	0
Keep of 2 cows at 7*l.*, good land	14	0	0
Keep of 2 followers at 2*l.* 15*s.*	5	10	0
Potatoes	6	0	0
Free house and garden	4	0	0
Coals free, 5 tons at 17*s.*	4	5	0
All the fallen sheep, say	2	5	0
	£81	0	0

Range of total annual wages and earnings of shepherds.

33. From the evidence given and information obtained, the total annual wages and earnings of ordinary shepherds in charge of hirsels may be stated at from 50*l.* to 56*l.* a year, headmen from 60*l.* to 80*l.*, junior men and orra shepherds from 35*l.* to 45*l.* (exceptional cases 48*l.*).

In making these calculations no account has been taken of the gratuities received from shooting tenants and no value attached to liberty to keep pigs and any quantity of poultry.

Females' wages and earnings.

34. Dairymaids' wages run from 20*l.* to 24*l.*, with board and lodging.

Women to work "in and out" from 14*l.* to 20*l.*, with board and lodging.

Ordinary labourers taken in for short periods.

35. Mr. McGilt, acting for Lord Breadalbane, pays for ordinary labourers 18*s.* per week, with use of bothy, fuel, &c. A charge of 1*s.* per week is made for the bothy, and this Mr. McGilt considers to be only half its real value. Half a crown a day and food is a common wage near Ardeonaig.

In the neighbourhood of Killin labourers' wages are from 3*s.* to 3*s.* 6*d.* per day. At haytime women are paid 2*s.* per day.

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Persons engaged for special purposes.

36. Mr. Robertson, acting for the Willison trustees, pays a married woman for looking after Glen Dochart farmhouse and keeping the bothy clean—

	£	s.	d.
Cash	15	0	0
Board and lodging, 52 weeks at 7*s.*	18	4	0
Her daughter, a girl of 14, assists her mother, and gets	4	0	0
Board and lodging, say	15	0	0
	19	0	0
	£52	4	0

Men engaged to assist at lambing time get 1*l.* per week, 6*s.* per week board money, and bothy accommodation free.

Piece-work.

37. There is almost no piece-work done in Breadalbane. Mr. McLaren, of Dall, gave 4*s.* 3*d.* per chain of 22 yards for cutting and filling 3 foot drains when last he had such work to do. And he mentions 5*l.* per 1,000 roods as being a common price for shallow sheep drains on the hill.

Croft labour in return for ploughing done.

38. In the crofter districts a custom obtains whereby large farmers get free croft labour during haytime and harvest on condition that they plough the croft before seed time. Mr. McLaren does this regularly. Accounts are kept of the quantity ploughed, and the number of days during which the crofters must work to discharge the debt.

Allowances and advantages.

39. Occasional holidays are given to all classes of farm servants, and no pay is withheld on that account. All being yearly servants on a steady up-standing wage, there is no stoppage of wage in times of sickness. During busy times, when shepherds are working together, food is supplied by the employer free of charge, and whenever a man is away at sales or otherwise absent on his master's business his expenses are paid in full.

Periods of payment.

40. The general custom is to pay once every half year. Advances are sometimes asked, and employers are always ready to meet the wishes and conveniences of their servants in this matter. But among shepherds advances are seldom required.

Wages earned by employment other than agricultural.

41. The shepherds and farm labourers, as distinguished from the crofter class, have no employment other than agricultural and stock tending. But the position of the crofter is very different.

It is the opinion in Breadalbane that a man may *live* on a croft of 20 acres, but in many localities the average size of croft is from 2 to 2½ acres, and other employment is absolutely necessary. Formerly there appears to a have been a good deal of work for which their services were sought, but now the only occupation open seems to be during the fishing season on Loch Tay, and the shooting season. Salmon cannot reach Loch Rannoch, so the fishing industry is little pursued there. The earnings in a Loch Tay boat amount to 3*s.* to 3*s.* 6*d.* a day with food, and a gratuity from each gentleman if the sport has been good. A crofter fisherman stated that "he got about 30*s.* a week from a real gentleman." The salmon fishing season in Tay opens in February and goes on full swing until about May or June, when it slacks off. Grilse do not appear to travel so far inland as the Loch, accordingly there is little doing for fishermen after the summer run commences in other rivers.

Mr. Kerr, Ardeonaig, when talking on the subject of fishing, referred to the habit common among fishers of giving whiskey in unnecessary quantity to their boatmen. When conducting my inquiry from Killin Hotel, I saw, on more occasions than one, boatmen returning from the Loch in a state of semi-intoxication. It is important to note that during my visit the weather was unfavourable for angling, and few fish were killed. As the number of "drams" depends chiefly on the success attending the rods (the general custom being to "wet" each fish), it is to be feared that good sport must, while probably increasing the "tips," at the same time lead to a larger consumption of whiskey. Mr. Kerr stated that were fishers to substitute money for whiskey, the boatmen's earnings would benefit by 4*s.* or 5*s.* a week, and their general health be none the worse for the change.

IV.—Cottage Accommodation.

Supply and condition.

42. The suppply of labourers' cottages is quite sufficient for the demand.

Within the last 20 years great improvements have been made in the housing of *shepherds*. All over Lord

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Breadalbane's estate, excellent slated cottages, frequently double storeyed, may be seen, and although there are still a few of the old type with low roofs and thatched roofs, the number is diminishing every year.

Cottages for *farm labourers* are few, owing to the system of lodging young men in bothies, and the preference given to that class of labourer for arable purposes.

Situation. Shepherds' cottages are generally situated on the portion of the farm adjacent to the ground they look after. The head shepherd lives beside the farmyard or somewhere near the centre of the work he superintends.

Accommodation. In the case of the Willison and Camusericht farms, the herds' houses are dispersed and occupy isolated places, with probably from two to three miles between each house. They are invariably built of stone and lime with slated roofs. They contain a kitchen with or without box beds, a bedroom at the other end of the house and a pantry between. In many houses there are a kitchen and two sleeping apartments. The ceilings are from 7 ft. to 8 ft. in height, the windows of good dimensions, the floors well raised, the fireplaces suited for the peat fuel of the district, and the foundations well drained. In some places a cowhouse has been built on to the cottages. This, I think, is a highly reprehensible arrangement, and calculated to damage the health of the inmates. An outhouse for the storage of peat is generally found to the rear of the cottages, and, in my opinion, the proper place for the cowhouse would be beside the outhouse—a continuation of the same. Most of the new type of cottages have pigsties and privies to the rear. Eaves gutters have been omitted in many cases, and rain water barrels are not so numerous as they should be.

Size of room. The kitchen and bedroom, the "butt and ben," as they are called, are, as a rule, of the same size. Inside measurements from 12 to 16 × 15 feet, height to ceiling from 7 to 8 feet, will apply to cottages built within the last 20 years. The pantry sometimes runs from front to rear, with a width of from 5 to 8 feet. In other cases it is divided into two, the front being the pantry, the back a scullery and larder. There appeared to be a want of good milk places in many of the cottages, and this is a pity, because shepherds always have one and often have two cows, and the manufacture of sweet butter, free from taint and bad taste, is a matter of considerable importance to them.

On the other hand a number of the labourers have nice little milk houses, and various closets and presses for household requirements.

There probably are some bad shepherds' cottages far out among the hills, but during the three weeks I spent in Breadalbane, I was much pleased with what I saw of the shepherds' cottages apart from crofts.

Miserable character of crofters' houses. 43. But a very different story must be related of the wretched hovels attached to crofts. Many of them are quite unfit for human habitation, and can best be described as resembling the shanties of the congested districts of Ireland, between Oughterard and Clifden in County Galway or Newport and the Island of Achill in County Mayo.

In several houses which I examined there was no proper chimney. The fire burned in the middle of the floor, and the smoke found its way out by a hole in the thatched roof. The rafters and joists were begrimed with soot, and the smell produced by this barbarous manner of heating a room was most unwholesome. The cowhouse was separated from the living room by a wall, unplastered in many places, and built of dry masonary daubed over with clay. The doors were not more than 5½ feet in height, and the thatch was rotten in places. Several house walls were propped up with stout poles, and the roofs tied down with branches or purlins lashed through the thatch to the beams and rafters. Of the seven or eight crofters' cottages which I inspected, not one could be called *fair*, and I was informed that I had by no means seen a notoriously bad lot.

Although I have referred to the pitiful condition of these croft dwellings, I do not myself see that any real or lasting good would be effected were the old houses pulled down and new ones built on the sites.

Young people will not remain in the country where employment cannot be got, and even were good cottages put up, it would only be an advantage to the fathers and mothers for their lifetimes.

Ownership and tenure. 44. Labourers' cottages on Breadalbane farms in all cases belong to the proprietors and are let to the tenant as part of his farm. The labourer gets rent free.

There are two rates charged on cottages, viz.:—
Poor rates, 6*d.* in the pound in 1892.
School rate, 8½*d.* ,, ,,
These are paid half by the tenant and half by proprietor. Mr. Robertson gives 2*s.* 6*d.* a year as the average charge on a 4*l.* cottage, against the tenant.

V.—Gardens and Allotments.

Gardens. 45. Each cottage has its little garden. Often, in the case of shepherds, the garden is part and parcel of the small field or croft. Generally it is fenced off, but I saw cases where no fence was. The size depends pretty much upon the man's inclinations. He may treat the whole croft of say two acres as a garden if he cares to do so. The general custom, however, is to spade-till about 20 square perches or half a rood, the employer working the potato land outside the garden.

The cultivation of gardens is somewhat careless and slovenly. It might and should be greatly improved. Potatoes, cabbages, and onions are the crops mostly grown.

Allotments. 46. Among regular and constant labourers there is no demand for allotments, but a supply would be welcomed by the labouring classes about towns. Several boatmen and jobbing labourers residing in Killin approached me on the subject. They complained of high rents, and said that as new houses were built and the population of the village every year increasing, some suitable land should be provided for allotments. Unfortunately, it is impossible to make land, and any that might be considered suitable is at present in the occupation of tenant farmers or villagers who keep cows and horses. To be of service, they said that the land must not be more than half a mile at the greatest from the cottages.

The great difficulty in dealing with the question, is the small quantity of valley or arable land in this mountainous district. At Kinloch Rannoch I observed a large field considerably overgrown with heather, yet low-lying and quite suited to allotments for the villagers. At Kinloch, however, there is no demand (as yet) for allotments, so the matter was not referred to by the labourers in that locality.

Live stock kept by labourers. 47. Among the married shepherds, it is usual to keep, besides their cows, a pig or two and poultry. So far as I could learn, no restriction is placed upon the number, but from lack of accommodation the pigs are generally limited to one large or two small ones. Of poultry, from 15 to 30 hens with, perhaps, half a dozen ducks may be stated as the limits. Bees are rarely kept, and this, I think, is a pity, for heather honey would command a high price if sold to the tenants of shooting lodges.

VI.—Benefit Societies.

Not made use of. 48. Benefit societies or labourers' clubs do not appear to be appreciated in Breadalbane. Among agricultural labourers such as ploughmen, insurances against accidents are stated to be fairly numerous, and the Prudential Insurance Company has support about Killin; but shepherds see no necessity for either insurance on life or against sickness, and being yearly servants and paid whether sick or well, they do not suffer the loss of wage which would be partially recovered from a benefit society.

There have been neither strikes nor lock-outs in Breadalbane.

VIII.—General Relations between Employers and Employed.

The relations between employers and employed are most friendly. This is particularly true of shepherds and their masters. I heard of no grievances under which the men suffered, and met many who had been all their lives on the same farm. Between employer and employed there seems to be a feeling of mutual respect and confidence.

IX.—General Condition of the Agricultural Labourer.

Increase of wages within the last 30 to 35 years. 49. The perquisites of a shepherd 30 to 35 years ago appear to have been the same as those of present times, but the money wage has greatly changed. The ordinary wage to a married shepherd, Mr. Robertson, Mr. McDermid, and other employers state as having been 10*l.* to 12*l.*, the same class of man now gets 20*l.* to 22*l.* His housing is much improved. Provisions are

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greatly reduced in price. New opportunities for disposing of their butter, eggs, and poultry at fine prices have been continually multiplying around them.

Ploughmen's wages have risen from 10*l.* to 16*l.*, with board and lodging, to from 25*l.* to 30*l.* at the present time.

Women could be got for 5*l.* to 7*l.* in 1860, now they earn three times that wage, and even more when engaged for dairy work.

Wage.

It was calculated that since 1860, a ploughman's had increased 66 per cent., a woman's 150 per cent., and a shepherd's 50 per cent.

No corresponding increase in savings.

50. This improvement in wages and earnings has not been accompanied by a corresponding saving or laying by of money. Now and then a shepherd will own to being able to lay a little aside every year, but as a general rule there is no more saving now than 30 years ago.

Live better and dress better.

51. On their increased incomes they live better and dress more expensively. Long ago potatoes beaten down or "chappit" was one of the principal dishes for dinner, porridge being taken at breakfast and supper. Now a variety of more costly but no more nourishing dishes are common.

I do not think myself that butcher's meat is purchased by shepherds to any great extent. In the first place, butcher's shops are far distant, and their carts do not visit shepherd's cottages, and in the second place, they have, between the pigs they kill and the braxy mutton they receive, an abundant supply all the year round.

Highland shepherds have always borne the character of being thrifty and often miserly, and even at smaller wages many men were known to have banked money. But from the evidence given by shepherds themselves, there has not been that increase in deposits which one would have expected of late years.

Among young men there are stated to be many spendthrifts. And yet I heard of a few notable exceptions, where young labourers had in a few years saved enough to enable them to leave their native glen, and either take up business in a town or stock a small farm in foreign countries.

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General behaviour of the labourers.

52. The general behaviour of all classes of the labourers is excellent, drunkenness is very rare and only occurs near towns. There are no habitual drunkards, and, except among the crofters, no examples of families in straitened circumstances, or on the verge of poverty.

Intelligence and education.

53. In the matter of intelligence and education it was the opinion of several employers that the labourers of to-day are not so intelligent as their fathers, and Mr. Don, the schoolmaster at Kinloch Rannoch, confessed that he had less satisfaction and credit from his scholars now than he had when first he came to Rannoch.

The form of literature most prized in the cottages of Breadalbane appears to be sentimental and exciting stories which are published in weekly newspapers.

Morality.

54. The rate of illegitimate births in the purely agricultural and pastoral portions of the district is very low. Most of the females in service are natives of the West Highlands, and they are everywhere spoken of as discreet and proper in walk and conversation.

Conclusion.

In this report little regard has been paid to such persons as are crofters, and not employed at any time as paid labourers on the lands of others. From what I saw of the circumstances of men holding small farms in Breadalbane, their lot is a wretched one when compared with that of men in regular employment at present wages, but it is quite apparent that before many years are past, crofting, unassisted by outside employment, will have to come to an end in this district.

I have, &c.

(Signed) R. HUNTER PRINGLE,
(Assistant Commissioner for Scotland.)

APPENDIX.

A. TABLES, SHOWING POPULATION OF DISTRICTS IN 1871, 1881, 1891, AND GIVING DETAILS OF INCREASE OR DECREASE.

APPENDIX A1.

EXTRACT from CENSUS RETURNS, 1871.

Name of Parish.	No. of Families.	Houses.		Population.		
		Inhabited.	Uninhabited.	Males.	Females.	Total.
Balquhidder	165	137	15	379	364	743
Fortingall	423	405	26	856	910	1,766
Kenmore	363	349	10	793	822	1,615
Killin	347	305	4	1,123	733	1,856
Logierait	569	482	32	1,164	1,253	2,417
Weem	118	115	4	255	265	520
	1,985	1,793	91	4,570	4,347	8,917

CENSUS, 1881.

Name of Parish.	No. of Families.	Houses.		Population.		
		Inhabited.	Uninhabited.	Males.	Females.	Total.
Balquhidder	136	131	23	313	314	627
Fortingall	391	361	12	840	850	1,690
Kenmore	336	320	13	764	744	1,508
Killin	306	288	18	677	600	1,277
Logierait	528	486	28	1,145	1,178	2,323
Weem	115	113	3	232	242	474
	1,802	1,699	97	3,971	3,928	7,899

CENSUS, 1891.

Name of Parish.	No. of Families.	Houses.		Population.		
		Inhabited.	Uninhabited.	Males.	Females.	Total.
Balquhidder	134	126	18	297	315	612
Fortingall	364	335	25	729	756	1,485
Kenmore	314	294	17	671	654	1,325
Killin	399	383	16	1,609	814	2,423
Logierait	515	457	43	1,043	1,111	2,154
Weem	98	90	14	198	208	406
	1,824	1,685	133	4,547	3,858	8,405

INCREASE OR DECREASE of POPULATION.

1881 compared with 1871 shows decrease of 11·4 per cent.
1891 ,, 1881 ,, increase of 6·4 ,,
1891 ,, 1871 ,, decrease of 6·7 ,,

ANALYSIS of POPULATION, 1891 and 1871, 1891 and 1881.

	1871	1891	Results.
Males	4,570	4,547	Decrease 23 or ·5 per cent
Females	4,347	3,858	Decrease 489 or 11·2 per cent.
	1881	1891	
Males	3,971	4,547	Increase 576 or 14·7 per cent.
Females	3,928	3,858	Decrease 70 or 1·7 per cent.

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ROYAL COMMISSION ON LABOUR.

THE AGRICULTURAL LABOURER.

SCOTLAND.

SUPPLEMENTAL REPORT

BY

MR. R. HUNTER PRINGLE
(ASSISTANT COMMISSIONER).

ON THE COUNTIES OF

INVERNESS [NORTH] AND ROSS [SOUTH],

PASTORAL AND ARABLE.

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THE AGRICULTURAL LABOURER.

To GEOFFREY DRAGE, Esq., Secretary,
Royal Commission on Labour.

54, York Road, Kingstown,
Co. Dublin, 17th August 1893.

SIR,

1. THE district referred to in this report embraces portions of the three counties, Cromarty, Inverness, and Ross, and may best be described as extending from Ferintosh, or the Black Isle of Cromarty, to the Islands of Skye and North Uist, both of which belong to Inverness. The northern line of inspection was the road running from Contin to Strome Ferry *viâ* Garve, Achnasheen, and Strath Carron. On the south I penetrated into the upper parts of Strath Glass, Glencannich, and Glen Affric. My intention originally was to continue investigations along Glen Grivie, thence into Ross, completing this portion of the work on the mainland at Killilan, on Loch Long; but on account of the absence of roads this plan had to be abandoned, and Killilan approached from Strome Ferry *via* Loch Alsh. From Killilan, where I stopped for the night, I drove to the ferry at Kyle Akin, from whence crossing over to the island of Skye, the southern division of the western portion of Inverness county was surveyed by a day's work between Broadford and Sleat Point. The central portions of this district I examined by driving up Strath Conan till L. Benachran was almost in sight. The island of North Uist, although referred to in the following pages, was not personally visited (time would not permit). I had the good fortune, however, of meeting a gentleman who holds extensive sheep and arable land in Uist and the adjacent island (or, at low tide, peninsula) of Vallay, and I obtained from him useful information with respect to the labourers on his island farms.

On returning from Skye two meetings of employers and employed were held at Contin; for these previous arrangements had been made and posters issued. The gathering of labourers at the schoolhouse of Contin on Thursday, August 10th, was large, and the evidence received most useful and intelligent. Three days were spent in going from farm to farm in the cultivated district between Inverness town on the south and Dingwall on the north.

I reached the scene of my labours on Wednesday, August 2nd, and left on Saturday, August 12th, by the first train. While driving from place to place calls were made upon farmers, labourers, and shepherds, whose names I had previously obtained.

Many years ago large sheep farms in Strath Glass and Loch Alsh were tenanted by relations of my own, and the fact enabled me to approach employers with some stronger introduction and recommendation than my name and card. I beg to thank most sincerely all from whom I sought and received information; without a single exception generous aid was accorded.

2. On the arrival of a tourist party at Beauly Hotel I heard an old lady remark in a strong Scotch accent, "It's a bonny country. A body should be proud that was born in it." Whatever sense there may have been in the second part of the observation, there's no denying the truth of the first. It is a bonny, a lovely country. No one can drive from Beauly Station past Beaufort Castle, up the Druim Pass and into Strath Glass, without being enchanted with the marvellous beauty of purple hill, wooded glen, and rocky waterfall and rapid; or from Contin through the natural birch woods and by the side of the rumbling and tumbling Blackwater, sparkling as I saw it in the bright rays of a summer sun, without being fascinated with the surrounding scenery.

To me it was a perfect combination. The hills literally clad in purple. The dark sap green of the mountain forest and the bright emerald of the aftergrasses by the river side blending sympathetically into one another, and forming a sweet contrast to the rugged and broken mountain line. And below, rushing from rock to rock, or, as at the Rogie Falls, careering wildly down, while the glints and glimmers of the mid-day sun disported themselves on their troubled surface, the dark waters of the Highland stream.

Nor must you suppose, sir, that here, in the midst of Caledonia's stern and wild beauty, there is nothing to remind one of civilisation or artificial achievement. All over the district which I have delineated we find handsome houses, well tended policies, skilfully laid out gardens, and substantially built cottages. On all sides it is apparent that the wealth of British trade, commerce, and enterprise is revelling in Highland scenery and Highland sport. I cannot recollect having, in any pastoral part of the United Kingdom, seen so much evidence of liberal outlay in gentlemen's houses and their concomitants—stables, dog kennels, gate lodges, labourers' cottages, vineries, conservatories, &c.—as in some of the prettiest glens in these parts of Inverness and Ross.

THE PASTORAL AND DEER FOREST DIVISION.

West of Garve Village on the north and Invercannich on the south, there are decidedly fewer residential mansions, for the glens have widened out to straths, and in the straths there is less timber and the rivers become less turbulent, and accordingly less picturesque. From Garve to Strome Ferry, although every now and again very fascinating sites for houses present themselves and are often occupied by imposing structures, there is more sameness and monotony in the landscape.

The shooting lodges are scattered and isolated. I observed that the further west we drove the more we got into natural timber, such as birch, mountain oak, and ash, and the less there was of valuable and full grown larch, spruce, and Scotch fir. There is a large area under recently planted timber between Garve and Strome Ferry, while many of the mountain sides are speckled with clumps of natural birch and ash. Between Strome Ferry and Loch Long, as also in the southern division of Skye, timber is less frequent; but between Dornie and Kyle Akin, and this is just west from the Strome and Loch Long road, there is a considerable quantity of wood.

The rowan trees were at the time of my visit extremely gay with their bright red berries, the bunches of which are unusually numerous and large this year.

Substitution of deer forest for sheep farms.

3. Between the arable portion along the eastern coast and the western shore large tracts are now converted into sporting ground and deer forest. Formerly sheep grazed on these hills, while the deer and grouse mingled with them; but of late the increased value of the ground for sporting purposes has caused proprietors to discourage sheep farming and rely on shooting rents alone. A "deer forest" is not of necessity timber land; indeed, by far the larger portion of a deer forest is open mountain, upon which the deer may be seen browsing in numerous herds, and from which in the extremities of winter they retreat to the shelter of the wooded glens. This conversion of sheep farms to deer forests savours of "killing an industry" for the sake of sport, and a good deal was said to me by farmers whose holdings had been reduced in size at the expiry of their leases, upon the subject. But there seems little doubt that in the matter of employment a deer forest provides as much, if not more, labour than a sheep farm. One large grazing farmer described Mr. W., the tenant of much sporting ground, as "a perfect godsend to the country, "for he brings money with him and spends it freely." The amount annually distributed by this gentleman in gratuities to shepherds on hills over which his shooting rights extend must be very large. As one example of his liberality, I may mention that to each herd on several farms of which only part is purely shooting ground he gives from 3*l.* to 5*l.* a year. On Killilan each shepherd has received 3*l.* a year for three or four years, without Mr. W. having as much as fired a shot on the place. He also gives employment to a large

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band of gamekeepers, deer watchers, water bailiffs, wall builders, wire fence constructors, and occasionally hill drainers. Whenever the hills are green as opposed to purple, sheep farming still prevails, and large flocks of Cheviots and black faces may be seen; but where coarse heather takes the place of grass and a large acreage is required for one sheep, sheep farming has given place to deer forest and grouse moor.

Timber and woodland.

4. The great extent of timber and the frequent submission of hill sides and slopes to planting, necessitates the constant employment of large staffs of foresters and woodmen. Indeed so important is the timber industry, and great the care taken in periodical thinnings and regular felling for sale or estate use, that upon several properties of a pastoral character the number of woodmen almost equals that of shepherds.

So, while enchancing the value of Highland property and adding to the picturesque beauty of the country, this timber farming is a source of steady income to many labourers. On the Lovat estate from 8,000 to 10,000 acres are under timber young and old. Mr. Dewar, head forester and wood manager at Beaufort, informs me that besides casual labourers drawn from the crofter class at special time, a regular staff of 25 to 30 woodmen are employed mostly all the year round.

Gamekeepers and woodmen form so large a portion of the labouring community, that when dealing with the subject of inquiry itself, attention will be paid to both classes as apart from agricultural and pastoral servants. This is the more necessary because as deer forest takes the place of sheep farms, many persons once engaged in the tending of sheep and cattle have remained to take work as woodmen or game watchers.

Hotels and tourist traffic.

5. Another feature of the district I was struck with. Almost every village has a hotel or large inn with a posting establishment attached. At the time of my visit these hotels were thronged with tourist visitors constantly on the move from point to point. This tourist and hotel season lasts from May till October and affords employment to a large number of stablemen and coachmen outside, and house attendants inside. It would be difficult to speak too highly of the efficiency of the natives thus employed and their tidy appearance and excellent behaviour speak volumes in commendation of their early upbringing.

Fishing.

6. A certain number of boatmen are required for the lake fishings, but although there are numerous lakes and nice fishing rivers in the straths and valleys, the sport does not appear to be sufficiently good to tempt many gentlemen to take it up for any length of time. The water is peaty, and even when in flood it seldom becomes red like the fine trout-feeding streams of the border counties.

Approaching the west coast, the traveller cannot fail to observe the villages which occupy either shore of the inlets from the sea.

On both sides of Lochs Carron, Alsh, Duich and Long, I found numerous rows of thatched cottages, and one had only to take note of the nets hanging up to dry or the bladders (used as floats) at the doors or on the walls, to see that the inhabitants were engaged in fishing.

Between Glasgow and the towns on the western coast there is a regular service of steamboats, and the salmon taken by the fishing population are transmitted to Glasgow by these agencies.

The method of farming pursued.

7. A small area of the valley land, even in the remotest localities, is cultivated, but arable farming is restricted to the narrowest limits. All that is attempted is to grow a few oats and roots for the cows and horses during winter.

The custom of wintering the lambs upon grass or turnips in arable counties, prevails here as in Breadalbane. The contract system is frequently practised. The Killilan lambs are wintered at a cost varying from 7*s.* to 8*s.* per head, the contractor finding attendance. The lambs go south about the beginning of November and return at the end of April. The skins of such lambs as die on turnips are sold on behalf of the owner, but the carcases are invariably appropriated by the attendant. When the lambs belong to the Cheviot breed and die towards the end of the turnip season, their bodies if bled before or soon after death must be of considerable value.

The mortality among sheep, from inflammation (frequently called braxy) seems to be lower in this district than in Breadalbane. I think this is explained by the better quality of the grazing now used for sheep purposes. In Breadalbane heather formed the bulk of the food and the hardy blackfaced breed was the general stock, but here, although further north, the herbage on the hills is of better quality and Cheviots are more numerous than blackfaces. The worst sheep land has been converted into deer forests, and what still remains in pastoral farms resembles the higher district in Peebles, Selkirk, Liddesdale and Dumfries. The farmers discriminate between the quality of the pastures by putting Cheviots on the finer and blackfaces on the coarser portions. But although "braxy" may not be so fatal here as in other Highland districts, the loss from general causes is very serious. A gentleman told me that when last numbering the sheep on his farm, there were 60 out of 2,500 missing. Most of these he supposed had fallen over cliffs and their skins never been recovered. On this one farm (and I saw nothing about it to give rise to exceptional loss), the death list including the 60 which could not be accounted for, stood as high as 200 for the year 1892–1893.

West Highland cattle are kept on many farms. These appeared at the time of my visit mostly in the shape of cows with their calves at foot, and they were browsing in the low flats. But higher up on the mountains or reclining in the shade of wooded glens, one saw many bullocks ranging from 1 to 3 years old.

In Strath Glass, Polled Angus, Shorthorns, Ayrshires or crosses of some of those breeds were more numerous than West Highlanders. Indeed all through this wide district I observed that whenever a labourer or herd had his cottage in the valley with grass instead of heather at hand, the Ayrshire and Shorthorn, or crosses between them and the native breed, were in favour.

Club farms among the crofters.

8. Among the crofting population on the west coast what are known as "club farms" are numerous. An example occurs near Jeantown on the opposite side of Loch Carron to Strome Ferry. A hill is rented by ten crofter shareholders. They own 400 sheep over one year old and some cattle. The sheep belong to the Cheviot breed. The lambs are wintered from home. One shepherd (a single man) is employed and paid by the shareholders. This man gets a money wage (22*l.* per annum) and boards and lodges free of charge among the shareholders, staying week about with the different crofters. The financial department is managed by Mr. Macrae, who lives a few miles from the hill, and he stated to me that the cost of wintering the lambs last season resulted in a dead loss to each shareholders of 2*s.* 6*d.* per head. In September, 1892, 5*s.* per head was offered for the lambs and refused. The cost of wintering amounted to 8*s.* 6*d.* for each lamb. But eventually only 11*s.* was realised. Mr. Macrae added that besides the miserable returns from wintering, there had been many deaths among the lambs.

On the south side of Loch Long another club farm exists. The 13 shareholders belong to the crofter-fishing class. The sheep stock number 1,200, exclusive of lambs, and each person has four cows and one follower kept to replace the cows as they deteriorate. As at Jeantown, a shepherd is kept, and the profits divided among the shareholders.

In the Island of Skye these club farms are also numerous.

Peat and fuel supply.

9. Of course in this rugged and mountainous district there is a considerable extent of waste land, useless for any purposes. Many of the mountains become nothing better than bare rocks or loose shingle as the upper heights are reached, while some of the valley bottoms are occupied by peat bogs. The banks are from 3 to 5 feet in depth and the peat is light and inferior fuel in comparison with the black heavy stone-turf of the Bog of Allen in Ireland. But in the absence of coal, peat forms the main fuel of the pastoral district and every cottage has its two or three stacks for the year's consumption. These stacks are protected from rain and snow by a covering of sods or thatching of reeds or rushes.

Within reach of seaport towns along the west coast coals may be had at reasonable prices. The price for good Scotch was stated to be 18*s.* to 20*s.* per ton at the pier, and several persons gave it as their opinion that at the highest of these figures, coal was cheaper than peat.

Where coal is burned, it is stored in a shed or house beside the cottage, but many a peat fire is supplied by the herd's wife carrying the required quantity from the

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stack in the "moss" from time to time and in a creel slung across her shoulders. When the "moss" is too far away for this, the peat is carted home and built in one or two large stacks beside the house.

Climate.

10. The climate of the pastoral district in the south of Ross and North of Inverness is severe in winter and usually humid in summer. The nearer to the western coast the less severe the winter and the heavier the yearly rain fall. Skye is mentioned as being a very wet country. When driving from Killilan to Kyle Akin I observed the drying of hay being conducted on a peculiar system, specially devised to meet the uncertain character of the climate. In one instance a number of poles and cross timbers had been erected on a breezy spot and the hay so placed upon the fabric as to get the full benefit of the wind, at the same time allowing any rain to pass from it expeditiously. On another occasion a wire fence was used as a drying rack, the half-saved hay being piled against it on both sides. I was surprised to find that the system of making silage instead of hay had not yet been tried, although several farmers and managers had heard it highly spoken of. Judging from the precautions taken by many of the occupants of thatched cottages in having the roofs lashed to the walls and rafters with ropes and poles, it appears certain that the district is exposed to high winds and storms at certain times of the year.

Size of farms.

11. Some of the sheep farms are very large, measuring from 15,000 to 25,000 acres and keeping from 3,000 to 7,000 breeding ewes, divided into "hirsels." Probably the average size will be from 7,000 to 10,000 acres, with a stock of from 1,500 to 2,500 sheep and from 15 to 30 Highland cattle. Among other places formerly under sheep but now deer forest, I might mention Comer in Glen Cannich. Prior to last Whitsunday this farm measured over 22,000 acres and employed eight shepherds.

With respect to the number of sheep to acres or acres to sheep, it can easily be understood that the stock-keeping powers of hill and valley show wide differences. On Killilan there are seven hirsels, and, taking the farm all over, five acres are required to one ewe, but it was stated that two of the "hirsels" were good grass and able to carry half a Cheviot ewe per acre, whereas at the far end of the place six or seven acres go to one black-faced ewe.

Passing by road from Garve to Strome Ferry I saw a great extent of valley and low hill land which I should estimate at two ewes to three acres for the summer months or one middle-sized cow to 9 or 10 acres. In the south division of Skye there seemed to be a preponderance of poor grazing.

Size of hirsels.

12. The quality of the pasture has a good deal to do with the number of sheep to shepherd.

In Skye I met a herd whose hirsel numbered only 400 ewes and 100 hogs during winter, but he explained that so much of his run was waste, he had actually more travelling than herds with larger flocks in charge.

Some instances may be given to show the different size of hirsels between the arable district along the east coast and the western side of Skye.

District.	No. of Sheep to Shepherd.
Strathglass, I.	800 ewes and 200 hogs.
Glen Cannich, I.	600 to 650 ewes and 150 hogs.
Strath Conan, R.	500 to 600 ewes and 100 to 150 hogs.
Loch Carron, R.	400 ewes and 100 hogs.*
Loch Alsh, R.	"700 to 800 is a fair average "hirsel; our largest ewe hirsel on rocky ground is 650."
Balmacarra, R.	"A fair hirsel is 800 sheep, "exclusive of lambs."
Drumfern, Skye, I.	400 ewes and 100 hogs.†
Armadale, Skye, I.	"A fair hirsel is 600 ewes and "100 hogs during winter."

Decrease of population in 20 years.

13. The pastoral district from which evidence was obtained, and portions of which were personally visited, comprises the following parishes:—Belonging to Inverness county, the parishes of Kilmorack and Kiltarlity, on the mainland; Strath and Sleat, in the island of Skye. Belonging to Ross county, the parishes of Contin, Urry, Loch Alsh, Loch Carron, and Kintail. As will be seen by reference to Appendix A., there has been a considerable decrease in population since 1871 in all these parishes, a decrease ranging from 5·0 to 21·7 per cent., and amounting in the aggregate to 14·4. The chief cause for depopulation is stated to be the obliteration of the crofter system in some purely rural and inland localities. It was at no place or time suggested that sheep farming was now being conducted with fewer hands in employment than 20 years ago, and for such jobs as haymaking, harvest, and sheep handlings, no appreciable reduction has taken place in demand for labour.

In one sense the demand for special labourers has perceptibly increased. Ghillies in the shooting season are much sought for, and the crofter class profit thereby. The Dingwall and Strome Ferry branch of railway has absorbed a large proportion of local labourers, while the increase in tourist traffic and steamer trade has assisted many an otherwise idle man to constant employment.

Large proprietors.

14. Many of the estates in this extensive district are large, and, when the sporting rents are taken into account, of considerable annual value. The leading proprietors are:—Contin district (low country and arable), Sir Kenneth McKenzie, of Gairloch. Mr. Forbes, of Culloden, and Mr. Fletcher, of Rosehaugh, in the Black Isle. Sir Arthur McKenzie, of Coul; Mr. Stuart McKenzie, of Brahan; Mr. Stirling, of Fairbairn; Sir William Bell, of Scatwell, between Beauly and Dingwall. Mr. G. H. Coombe, in Strath Conan. Lord Lovat; Mrs. Chisholme, of Chisholme, about Beauly, Inverness, and in Strathglass and Kilmorack. Sir Kenneth Matheson, in Kintail, Loch Carron, and Loch Alsh. Lord McDonald of the Isles, McLeod of McLeod, and the representatives of the late G. H. Baird, in the island of Skye; and Sir John C. Orde, in North Uist. The rentals of a few of these estates exceed 10,000*l.* per annum, while none are under 3,000*l.*

In several cases proprietors have large sheep farms in hand; one of them, for example, employs three shepherds, his stock (exclusive of cattle) consisting of—

1,183 breeding ewes.
270 ewe hogs.
390 wether hogs.
321 dinmonts (shearling wethers).
330 two year old wethers.
28 rams.

Total stock for summer - 2,522 excluding lambs.

The country is owned by a few persons. Small proprietors do not appear to exist.

Distribution of labourers.

15. Except close to railway stations, where small communities have gradually come together, or by the side of fishing inlets, where crofters live partly on land and partly on sea or on a few isolated places among the hills where crofting settlements still continue, the labouring classes are scattered up and down, and live in single or double cottages wide apart from one another.

On a large sheep farm, say one employing five married herds, two of their cottages will be near to the farm house and buildings, while the remainder are situated on different hirsel land, up among the hills or in the shelter of the mountain glens. Each herd has his territory to look after, and it is for his convenience that he should reside at hand. These "outby" cottages are seldom approached by what may be called a road. A rough cart-track serves as a passage of ingress and egress for the few vehicles which find their way to such remote spots.

In a similar manner and for similar reasons gamekeepers are located in isolated places far apart from one another, yet handy for their occupation.

THE ARABLE DIVISION.

Situation.

16. Between the purely pastoral and truly Highland country, described in foregoing sentences, and the Black Isle of Cromarty (*see* Mr. Rutherford's report upon Caithness, Orkney, and Sutherland, Easter Ross and Cromarty), there lies a wide undulating valley and plain of arable land, and as no reference has been made to the labourer there resident in other reports, I set apart three days to look into his position and circumstances. Several calls were made upon employers and labourers between Beauly and Beaufort, Beauly and Contin, Beauly and Inverness, while two meetings were held at Contin.

The boundaries of the district referred to as arable, and from which evidence was collected, are as follows,

* This is a club shepherd and rather below a fair average in number of sheep, but he has more cattle to look after than is usually the case.

† *See* paragraph 126, No. 2.

Note.—I. means Inverness. R. means Ross.

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B.—IV. INVERNESS AND ROSS.

On the north, a line drawn from Dingwall to Strathpeffer. On the west, a zigzag line from Strathpeffer, along the hill sides by Fairburn to Beaufort Castle and Belladrum, then bending from Belladrum to Lochend, on the south, the Caledonian Canal, and on the east the Black Isle and Beauly Firth. The area thus laid off measures about 70,000 acres, and takes in portions of six parishes.

Description of soil.

17. The soil varies from deep rich brown clay loamy "haugh" land to thin sharp gravelly sandy loam. The clay loam frequently rest upon the old red sandstone rock, while the light soils on hillsides overlie silurian strata and conglomerate and are generally greatly deficient in lime.

With the exception of the very fringe of the lowlying plain, where the junction to mountain induces steepness, the general slope may be called easy and not calculated to interfere with any tillage operation.

A good deal of the flats by the Conan river bed are little better than waste. Although the Conan periodically overflows its banks and overtops the artificial wall made some years ago to prevent flooding, it is worthy of note that no alluvial deposit can be found as resulting therefrom. This is due to the fact of the river consisting almost entirely of peat moss water, in which there is no enriching or fertilizing mud.

In the neighbourhood of Muir of Ord, and in several other places in the district, the soil is moorish, and of little agricultural value, but around Beauly and between that town and Inverness it is of better quality and capable of growing good crops of corn, roots, and grass.

System of farming.

18. The five or six course rotation is practised, oats and barley being the chief cereals, turnips and potatoes occupying the fallow break. Potatoes, however, are only grown for home requirements.

The farms are not large. From 200 to 250 acres arable being about an average on the best land, and 300 to 350 on second rate soils. Sometimes a flock of breeding ewes is kept, but the general rule is to buy in autumn for fattening purposes, either during winter or the following spring and summer. The liability to a disease known as "redwater" on the permanent pastures by the river sides, has compelled several farmers to give up breeding. Cattle are extensively fattened under cover, and most of the steadings are supplied with covered yards. "Stall" feeding seems more in favour here than in southern countries, where the loose system gives better results.

Buildings.

19. The farm buildings are excellent, having in greater part been either re-modelled or built new within the last 20 years. The bulk of the labourers' cottages are of recent erection and comfortable. But many inferior thatched dwellings may yet be seen, and they are as imperfect internally as unsightly externally.

Fences

20. The fences are either hedges, stone walls, or wire strained upon timber posts. The country is well watered and well roaded, while the Highland railway, running from Inverness to Dingwall, offers all the advantages of cheap and rapid conveyance. The district cannot, however, be complimented upon the condition of its bridges. Many of these are wooden and so insecure to the eye, that traffic across them must be conducted with considerable risk.

Extent under timber.

21. There is generally speaking what I should call a *discreet* amount of timber. That is to say, while affording shelter and occupying land not so well suited for agricultural purposes, it does not encroach upon or interfere with the farmer in the prosecution of his business. The presence of numerous country residences in their prettily wooded parks, is a beautifying element in the features of this corner of Inverness and Ross.

Several of the low country farmers whom I had the pleasure of meeting were also tenants of extensive pastoral holdings in Sutherland and Ross, and at the time of my visit they were beginning to bring the lambs of crop 1893 to the foggage or after maths of their arable farms.

Climate.

22. The climate of Easter Ross and the Contin and Beauly district is good and early. I found the corn crops there considerably nearer maturity than in more southerly countries through which I passed *en route* from Carlisle, and very little behind the Lothians and Tweedside. The winter is admitted to be severe and the east winds trying in spring, but the rainfall is moderate and well suited to the character of the soil and needs of the arable farmer.

In recording the evidence obtained from these two divisions (pastoral and arable) of this part of the Highlands, it will prevent confusion to take them apart. I shall therefore begin with

THE AGRICULTURAL LABOURER.

THE ARABLE DIVISION.

The nature of agricultural labour.

23. The nature and character of agricultural labour in this locality closely resemble that which has been related in other reports from Scotland. The labourers are divided into several classes. *The ploughmen* (the word "hind" is not in common use) each with their pair of horses, are invariably resident and constantly employed. When married they occupy farm cottages. When single they either board and lodge on the farm kitchen system, lodge in bothies, and feed themselves on the Fife plan, or reside with other farm servants to whom in many cases they are related. *The orra men* or ordinary labourers whose work is conducted frequently in close connection with horses, but without their being in any way responsible for or charged with horse management. *The women workers* or field workers, who are either the daughters of resident farm servants or in occupation along with others of a farm cottage. To such as occupy a cottage in their own right, the title of "woman cottar" is given. *Day labourers* or persons employed at odd times and for short periods now and again. *Farm grieves, shepherds, and cattlemen*, are also to be found on all holdings of any importance.

Persons employed in agricultural labour are here designated "farm servants." The title is of general application and corresponds with the term "farm labourer" used in Border Counties.

I.—THE SUPPLY OF LABOUR.

Decreased acreage under the plough.

24. Dating back to the end of the seventies when the prices of corn began to give way, a gradual change has taken place in the quantity of land cultivated in this locality. Twenty years ago the four or five course rotation was general, and a farm which I inspected was then thus cropped.

Permanent pasture never tilled			100 acres.
Rotation land.	Lea Oats	66 acres	
	Green crops	66 ,,	
	Barley	66 ,,	
	Young grass	66 ,,	
	Two year old grass	66 ,,	330 ,,
			430

The same farm in 1893 presents the following condition and appearance.

Permanent pasture, never tilled			100 acres.
,, ,, laid down since 1880			120 ,,
Rotation land.	Lea oats	35 acres	
under	Green crops	35 ,,	
6 course shift.	Barley	35 ,,	
	*Young grass	35 ,,	
	Two year old grass	35 ,,	
	Three year old grass	35 ,,	
			210
			430

Reduction of ploughed land 1873 to 1893 = 46·9 per cent. Although I dare not say that so large a reduction as this was common to all descriptions of farms, still I am of opinion that it fairly represents the change of system on soil of moderate quality and away from the suburban or market garden circle. The decreased demand for labour indicated by this increase of pasture, has been also intensified by the introduction of labour-saving machines and a less careful mode of conducting cultural operations. Although the major branches of tilling and manuring are carefully performed, the minor details like headland cultivation, fence and gate preservation, tidiness about the farm steadings, are not attended to as formerly.

Supply of labourers.

25. To a lesser degree a decrease in the supply of agricultural labourers must be recorded.

From the Beaufort Estate the evidence is to the effect that "there are plenty of labourers for the demand." A few miles west from Beaufort "there is "rather a scarcity of farm servants." Between Beauly and Inverness "good labourers are scarce to what they "used to be, and the nearer you get to Inverness the "scarcer they are." Between Beauly and Dingwall employers say "steady experienced men are rather

* 26 acres cut for hay.

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THE AGRICULTURAL LABOURER.

"scarce," whereas the labourers contend that "there is "no scarcity of labourers."

Women to work in the fields are everywhere described as "very scarce." The labourers at Contin meeting, said, "Women have left the land. Wages are too low, "and there are nicer jobs to be had elsewhere." Employers in same locality state that "women now look at field work as *infra dig*, and increase of female "wages would not prevent them from going to towns." An intelligent crofter and casual labourer says, "Girls "don't care to work out now—those who do are looked "down on. A rise of wages would only stop some of "the girls from going." From Beaufort the evidence is, "Women are difficult to get. They are too high-"minded for farm work, which is a dirty job and ill-"paid. Don't think increase of wage would do much "to remedy their distaste for field work."

In the immediate district there is no industry competing with agriculture for female labour, but many girls enter house service near home or go to the large towns in the centre of Scotland. Many have accompanied shooting tenants to London as domestic servants.

At special times, harvest in particular, extra hands are required, and these are not difficult to get. They come from the crofter class further west and from the seaside fishing towns.

Among young lads "there is a marked indisposition "for country life. They drift into towns. Many into "police force and railways. A few emigrate, mostly "to Queensland, where they do well; some to Canada, "not so successful. Go as labourers."

Immigration

26. There is no immigration from Ireland, and Skye or Hebridian girls do not come to this locality save in very limited numbers.

Efficiency of labourers.

27. From employers and farm stewards I gather that although the labourers as a whole are as strong, capable, and expert as ever, still they are not so obliging as formerly. Long ago they would work overtime without extra pay at busy times, now they either refuse to work or demand remuneration for overtime. One witness remarked "a master can't swear at his men now." It was, however, stated by employers at Contin that "at "busy times the folk worked hard within hours."

For my own part, and judging from observations made when driving about this country side, I do not think that agricultural labour is so well performed here as in the Lothians or Border counties.

In Haddington one pair of horses are expected to put in 15 acres of green crop, whereas in Contin 12 or 13 is the allowance. Female labour is, I think, very inferior here to what it is further south.

II.—Conditions of Engagement.

Period of engagement.

28. Except in the case of single men hired to drive farm horses, and either boarded and lodged in the farm-house or supplied with bothy accommodation, who are frequently engaged for six months, yearly engagements may be said to be general for all regular and constant labourers. Women are not formally engaged, save those who as cottars are supplied with a free house.

Ploughmen, regular labourers or orra men, grieves, shepherds, and cattlemen, are paid every six months. Instalments are seldom sought. The oatmeal which forms part of a labourer's earnings is given out in convenient quantities and at convenient intervals.

The labourers express themselves as altogether in favour of yearly engagements, but at Contin they stated their wish for monthly payments and substitution of money for kind. The meeting went so far as to suggest *total* abolition of all perquisites except the free cottage on the farm. This rather collides with the statement of an employer in the vicinity of Contin School House, where the labourers' meeting was held. He says: "In 1892 I paid some of my men by monthly "wages, keeping one month in hand. This was by "their own request. But they tired of it, and we let it "drop."

In private conversation the great majority of the steady men spoke in favour of part money and the rest in kind, but when gathered together the advocates for "all money and no kind" distinctly carried the day. "Probably many who by their silence *appeared* to assent, would, if the truth were known, be found to dissent altogether from the proposed alteration from kind to cash.

Women are paid by the day, each day's work being entered in the labour book kept by the grieve. Female employment is not so regular here as in southern counties where the farms are larger. The absence of the potato crop means many lost days to the women worker, for in winter there are numerous occasions when a person can work at the pitside or potato house, but not in the open turnip field. At an interview with some cottar women the following evidence was given:—

"We occupy cottages on Mr. ————'s farm free of rent, and so long as we do so must work for him. We are paid by the day, and have pretty constant employment. It is our own fault if we are not constantly employed. It is left pretty much to ourselves whether to go to work or stay away on a bad day. On an average we work 10½ or 11 months in the year."

This I think comes from a particularly favoured group of women cottars who serve a kind, liberal, and well-off master. Take the district all over and women will lose from six to eight weeks in the year.

Hours of work.

29. For persons in charge of farm horses the day's actual labour commences at 6 a.m. and closes at 6 p.m. in summer. From the time of leaving the field at 11 a.m. for dinner, and the stable door at 1 p.m. after dinner, the midday interval of two hours intervenes. Journeys to and from fields are performed half in master's and half in man's time.

An hour is spent in stables before leaving for the fields, but this hour is on many farms reduced by the men going home for breakfast. After "lowsing" (ceasing work) for the day, half-an-hour's attendance is required in stables.

In the long *summer days* 9½ hours are spent in the fields, and about 2½ hours in stables and journeys; total 12 hours.

In the short *winter days* work begins at daylight and lasts till dark. The mid-day interval is distinctly longer here than in southern countries; on many farms there is no change from the summer dinner hour, while 1½ hours (against one hour in the Lothians) was the shortest interval quoted by the labourers. But the morning stable hours remain the same in winter as summer, and odd jobs are done by men in charge of horses until day breaks. An average winter day's work will consist of 7½ hours in the fields, 4 hours, stables, odd jobs, and journeys; total 11½ hours.

Note.—The habit of having a second breakfast at 9.30 and tea at 4 p.m. in the field is fast spreading.

The 8 p.m. stable hour, once general in the district, has almost died out, and the horses are done up on their return from the fields. On a few places one man in turn returns to shake up the bedding, water, and place hay before the horses, while the grieve gives them their last feed of oats.

Persons not in charge of horses work 10 hours in summer and from daylight to dark in winter on the land, but the journeys are performed partly in the employer's time, consequently not more than 9½ or 9¾ hours' actual field work is performed in summer and about 7¾ in winter. Cattlemen's hours correspond with those of horsemen in winter and labourers not in charge of horses in summer.

Sunday work.

30. In summer the horses are turned out to grass on Saturday night, and no attendance is needed on Sabbath, but one man is generally expected to stay about in case of accidents. In winter, by arrangement among the ploughmen and with the employer's consent, one man looks after the stable during the day. But he receives assistance morning and night from some or all of the others in cleaning out the stables and grooming the horses. The parish minister at Contin says the labourers are regular attendants at sacred service.

Persons not in charge of stock have Sunday to themselves. Cattlemen and shepherds experience little or no difference between Sunday and Saturday.

III.—Wages and Earnings.

There does not appear to have been any general alteration in wages and earnings between 1892 and 1893.

Piece-work.

31. Piece-work is seldom practised by regular resident servants, but women employed by the day and casual labourers on rare occasions do top and tail turnips by the acre. The price varies (according to the variety of turnips and weight of crop) from 4*s.* to 7*s.* 6*d.* per acre. Singling turnips costs from 6*s.* to 8*s.* per acre.

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Opening drains 2½ to 3½ feet deep from 3*s.* to 4*s.* per chain of 22 yards. The labourers are strongly opposed to piece-work, and the masters have no liking for it.

Modes of payment at haytime and harvest.

32. At hay time no special wages are given to any class of labourer. The same is true of ploughmen or labourers engaged by the year during harvest. When extra time is worked either in hay or corn harvest, refreshment is supplied gratis. During harvest, women, however, get double wages, and orra men on day's pay earn 1*s.* per day over the regular wage.

Food does not appear to be given on any harvest field by the employer.

Potatoes being grown in small quantities and harvested in a couple of days, no extra wage is given.

Perquisites and payments in kind.

33. In addition to a half-yearly or yearly wage, each hired farm labourer receives certain payments in kind. The money wage for a tried and able-bodied married ploughman may be stated at from 22*l.* to 26*l.* per annum. He has a free house and garden (smaller than in Fife and the Lothians) worth from 1*s.* to 2*s.* a week. He has liberty to keep a pig and poultry, and when a pig is kept the master supplies litter for the stye; the manure so made goes to manure the garden. Failing a pig, manure for the garden is obtained for the farm steading. Oatmeal in quantities varying from 6½ to 10 bolls equal to 65 to 100 stones of 14 lbs. This, taking oatmeal to be worth 17*s.* 6*d.* per boll or 1*s.* 9*d.* per stone, is worth from 5*l.* 13*s.* 9*d.* to 8*l.* 15*s.*

Milk.—The general rule is twopennyworth per day of skim milk so long as the supply lasts. Say 300 days at 2*d.*, 2*l.* 10*s.* Another custom is half an imperial gallon new milk per day during summer and 1*d.* worth of cold or skim for the rest of the year. This reduced to money value will be—

	£	*s.*	*d.*
180 days' half gallon new at 8*d.* per gallon	3	0	0
185 days' skim at 1*d.*	0	15	5
	£3	15	5

Again, where few cows are kept, twopennyworth of skim milk is given for six summer months and none during the rest of the year.

Potatoes.—Three bolls equal to one ton is the usual allowance taken from the drill or pit, and this quantity is valued at 2*l.* 10*s.* In addition thereto, what is known as a "harvest drill or drills," measuring from 300 to 400 yards, is given.

Fuel.—Two tons of coal are generally bought and carted free for each head of a house, and any cartages required over and above this quantity are done gratis by the employer. The labourers at Contin meeting valued the free coals at 2*l.* 3*s.*, their employers at 1*s.* more. Haulage is worth about 8*d.* per ton per mile, the roads being level and good going.

Liberty to keep Poultry.—Without doubt this is a privilege of considerable value to the labouring man, and some farmers held firmly that it should be included in their wages and earnings. I am not so minded, for the hens are fed upon purchased food or a mixture of purchased food and refuse potatoes already charged in the ton and harvest drill. Moreover, the hens belonging to the men, they (the men) are the losers should any die. At the same time it is right to call attention to the fact that occupiers of cottages have liberty to keep pigs and poultry and that the double privilege is probably worth 5*l.* a year to the owners.

Permission to gather sticks in woods close at hand is given to some women cottars, who have idle days and cannot afford to buy coals or peat.

Holidays.—Four days in the year are held as customary holidays, and although no work is done, no deduction or cessation of pay ensues. These holidays are New Year's Day, harvest thanksgiving, and two fast days. Odd days are frequently given by employers when work is not pressing, and again no loss of pay is incurred.

On one large home farm in the Beauly district, the proprietor being a Roman Catholic and the labourers (14 in number) all Protestants except one, the saints' days observed by the Roman Catholic church are all free days to the employés. These number eight in the year, and when added to the four already enumerated, place the labourers on this estate in an enviable position, considering that pay goes on all the while.

Total estimated annual earnings.

34. The total annual earnings of a married ploughman may be thus summed up:—

	£	*s.*	*d.*
Money, 20*l.* to	26	0	0
Free house of good quality, slated, and free from damp, and garden, say	5	4	0
70 stones (10 bolls) oatmeal at 1*s.* 9*d.*	6	2	6
300 days' skim milk at 2*d.*	2	10	0
1 ton potatoes	2	10	0
300 yards harvest drill at 6*s.* per 100 yards	0	18	0
2 tons coal and cartage at 22*s.*	2	4	0
Cartage of ¼ tons extra coal at 2*s.*	0	8	0
Straw for pigstye, say 6 cwts. at 1*s.*	0	6	0
£40 2 6 to	46	2	6

The larger figure would apply to a foreman ploughman. The smaller to a junior married man.

Orra men married, resident, hired by the year and constantly employed, earn practically the same amount as ploughmen other than foremen, while *grieves* draw from 6*l.* to 20*l.* more, according to the extent of the farm and weight of responsibility.

Cattlemen on large farms receive wages and perquisites similar to ploughmen. Where valuable breeding or show stock is kept, the cattleman either receives more money or gets a premium on the prizes taken in exhibition. On small occupations the cattleman or byreman is either an oldish man or a strong lad, in either of which examples his total annual earnings are from 5*l.* to 10*l.* below those of experienced men in the prime of life.

Unmarried ploughmen are not always paid on the same system. Where bothies are present—

	£	*s.*	*d.*
Money wage runs from 20*l.* to	26	0	0
Meal and milk same as to married men	8	12	6
Potatoes as required, say	0	5	0
Lodging in bothy, with use of bed, bed clothes, washing of blankets, cleaning out of rooms and free firing; 52 weeks at 1*s.* 6*d.* (This figure is taken from labourers' evidence.)	3	18	0
£32 15 6 to	38	15	6

On the farm kitchen and bothy system—

	£	*s.*	*d.*
Money wage from 20*l.* to	26	0	0
Board in farm kitchen at 1*s.* per day	18	5	0
Bothy accommodation (less coals used) 52 weeks at 1*s.* per week	2	12	0
£40 17 0 to	46	17	0

Boys, aged from 15 to 17, earn 1*s.* 3*d.* to 1*s.* 9*d.* per day.

Day labourers, standard wage 2*s.* 6*d.* per day for 10 hours' work, 2*s.* to 2*s.* 3*d.* in shorter days; 1*s.* per day extra during harvest.

Shepherds, where flying stock is kept, paid the same as ploughmen. Expert men in charge of breeding flocks earn 1*l.* per week with free house.

The shepherd on a 400 acre farm where a flying and fattening flock is kept, thus describes his wages and earnings—

	£	*s.*	*d.*
Money	19	0	0
Free house and garden, 2*s.* per week	5	4	0
Straw for pigstye	0	6	0
9 bolls oatmeal at 17*s.* 6*d.*	7	17	6
2*d.* worth of cold milk for 300 days	2	10	0
4 bolls potatoes at 16*s.*	3	4	0
500 yards harvest drill at 6*s.* per 100 yards	1	10	0
2 tons coals and carted at 22*s.*	2	4	0
Cartage of 1 ton extra	0	2	0
2 loads sticks and cartage, say	1	0	0
	42	17	6

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	£	s.	d.
Women.			
Standard wages 1*s.* 3*d.* per day.			
Average earnings of a woman worker:—			
Harvest month 4 weeks at 15*s.*	3	0	0
Ordinary work 40 weeks at 7*s.* 6*d.*	15	0	0
	18	0	0

	£	s.	d.
A Cottar's total wages and earnings, as described by a party of cottar women:—			
Harvest, 4 weeks at 15*s.*	3	0	0
Ordinary work, 42 weeks at 7*s.* 6*d.*	15	15	0
Free house and garden (generally inferior)	2	0	0
Cartage of 1 ton coals	0	2	0
1*d.* worth of new milk for 12 months	1	10	5
	22	7	5

In some localities 1*s.* per day appears to be the regular wage of women, whereas in others "1*s.* 6*d.* per "day is paid for 10 hours' work, but the day is divided "into four quarters, and in short days we are paid by "the numbers of quarters worked."

Comparison of wages and earnings in two districts of adjoining counties.

35. The following is an interesting example of *comparative wages and perquisites* in two different parts of the north of Scotland.

A first-class ploughman left Logie, near Tain, last term and took service on a farm between Beaufort and Beauly. He engaged without seeing the cottage believing that he was bettering himself.

His Logie wages and earnings were:—

	£	s.	d.
Money	24	0	0
Meal 100 sts. at 1*s.* 9*d.*	8	15	0
1 Scotch pint new milk for 180 days at 4*d.*	3	0	0
185 days' skim milk at 1*d.* per day	0	15	5
1 ton potatoes	2	10	0
200 yards harvest drill	0	12	0
2½ tons coals and cartage at 25*s.* per ton	3	2	6
Cartage of 3½ tons extra coals at 2*s.*	0	7	0
Free house and garden. Very good house	5	4	0
	48	5	11

His Beauly wages and earnings are:—

	£	s.	d.
Money	25	0	0
Meal, same as before	8	15	0
Milk, 1 Scotch pint new all the year round at 4*d.* per pint	6	1	8
Potatoes same as before Harvest drill same as before	3	2	0
Coals, same quantity, but cost 3*s.* per ton less	2	15	0
Cartage of 3½ tons at 2*s.* per ton	0	7	0
Free house, thatched, and very inferior	2	10	0
	48	10	8

Note.—These wages and earnings are considerably over average. The man calculated on getting as good a house as he had left, in which case he would have bettered his position by 2*l.* 14*s.* 9*d.*, or a trifle over 1*s.* per week.

IV.—Cottage Accommodation.

Classification and description of cottages.

36. The character of the farm labourers' cottages in this district I should describe as follows:—

A. 70 per cent. are good, commodious, and in excellent condition and repair.

B. 15 per cent. are second rate and in need of enlargement and improvement.

C. 15 per cent. are very wretched and in all respects unsuitable and almost unfit for habitation.

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To class C. belong the low roofed thatched hovels frequently inhabited by women cottars or old persons in receipt of small wages. Within recent years many of these hovels have been vacated and allowed to become dilapidated, but it is impossible to overlook the fact that on some estates many are still occupied for the reason that there are no better houses available. Of the majority of them it may be said that they are neither wind nor watertight. Bad though the roofs be, the walls are no better. The ceilings (if such they may be called) are frequently merely temporary makeshifts put up by the occupiers and consisting of sacking or old doors or planks. The floors are earthen. The doors are low, as my hat and head can testify. The windows are mere peepholes; the fireplaces and chimneys are rude and antiquated, and on the slightest provocation the smoke fills the house and finds its way out by door or window. Further description is unnecessary. Class B. are generally thatched and I think are merely enlargements of Class C. The accommodation is not unnecessarily cramped, but it is of poor quality. The ceilings are low, the windows few and small, and the chimneys badly constructed. In most of those inspected, the boarded ceilings were quite black by reason of smoking or non-effective chimneys. Sometimes the roof is partly thatch and partly galvanised corrugated iron. One roof I observed was made of three different materials, thatch, iron, and wood. Dimensions of one of these cottages are:—

Kitchen 14 × 13 × 8 feet high, 1 small window.
Bedroom 14 × 12 × 6½ feet high, 1 small window.
Closet 11½ × 10 × 6½ high { 1 small window. 6 sleepers.

Class A. are of recent erection, and excellent in design and workmanship. In most cases there are, in addition to the kitchen and store room or pantry, three bedrooms, two on the second storey or "attic" flat. Storm windows to supply light to the attics are not uncommon.

The supply of outhouses I consider insufficient. Many rows of comparatively new and otherwise first-class cottages are devoid of such conveniences, and although it is doubtful that the occupiers would make *full* use of privies or earth closets, still in the interests of ordinary decency the opportunity for so doing should at the time of erection have been or should now be given. These cottages are all built of stone and lime with slated roofs. The roof timber is foreign. In some cases the room walls are lined with pine boards, tongued and grooved, planed and varnished. This makes a clean and warm room.

The floors are sometimes boarded and sometimes concreted. Concrete seems in favour for the kitchen, boards for the bedroom on the ground floor.

Drainage, drinking water, and ventilation.

37. Most of the newer cottages are spouted and surrounded by a tile or stone drain into which the downspouts lead. Soft water butts, cisterns, or barrels are not much in use, soft water being easily obtained from the rivers or burns, both of which are numerous and near at hand.

The supply of drinking water I thought deficient, as a rule, but no complaints were made, the labourers' wives explaining that they used the river water for all purposes, and had no reason to object to it. In some of the newest cottages I observed ventilation by means of frames built into the walls below floor level. As a general rule ventilation is confined to doors, windows, and chimneys.

Situation.

38. Farm cottages in this locality are built either in rows of three to six or in semi-detached blocks of two. They are frequently placed a few yards back from the public or farm-steading road. While avoiding too close propinquity to the steadings, they are handy for the men with relation to their everyday duties. According to Scotch custom, the labourers' cottages are part and parcel of the farm. No rent is levied from the occupiers, nor do they pay any rates or taxes.

Supply.

39. At present there appears to be a full supply. In some instances there is a slight over-supply, while one estate was quoted as being short of good houses, but over-supplied with bad ones.

The cottages are tidy and well kept on the whole. Where there is a large family of young children, cleanliness and order are not so conspicuous, but even in cases of large families, the state of the floors, beds, tables, and linen was not discreditable to the parent.

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B.—IV. INVERNESS AND ROSS. — Gardens.

V.—Gardens, Allotments, &c.

40. Ninety per cent. of the labourers' cottages have small gardens attached. These vary in size from 100 to 250 square yards. The average size is distinctly under that of southern counties. I think proprietors and employers have been rather remiss in the provision of cottage gardens. In many cases the spot selected for the cottage garden was unsuitable, and the soil of very poor quality.

At my labourers' meeting on August 10th complaints were made with respect to the size and sites of cottage gardens. Several men expressed a desire for larger gardens, while others stated that theirs were placed on such poor soil they were hardly worth the trouble of cultivation. I think the complaints were, on the whole, well founded, and I judge from what I saw and examined.

Some gardens are well tilled and carefully weeded, others are neglected. Potatoes and cabbages are the principal crops, but here and there one sees gardens really beautifully kept and cropped with a variety of vegetables.

The older thatched cottages were often brilliantly decorated and ornamented with pretty creepers and neat flower beds. In this particular they quite outshone the newer buildings.

Potato ground.

41. The general custom is for each labourer to have "a harvest drill" of potatoes. The length of "a harvest drill" varies from 200 to 500 yards. In the latter case, two drills may be required to fulfil the stipulated quantity. The servant supplies the seed, is expected to hoe the drill and harvest the crop; the master does all horse work, and supplies the land free of charge. The manure is sometimes the proceeds of the pigstye and ashpit of the cottage, but in most cases it is obtained from the farmer's dung heap or cattle yard.

Cows and cow pastures.

42. I did not meet a single case of a ploughman or orraman owning a cow. Farm grieves often have them, shepherds occasionally.

Nor did the men appear to be at all anxious on the subject, so far as their evidence at my meeting might be taken as an indication of their feelings.

In the southern part of the district, the ideas of the men are rather different. One witness (a grieve) said, "I have often heard labourers complain of not having "a cow's grass. There are many cases within my own "knowledge where the milk supplied by the farmer "was of very bad quality, sour, and not fit for use. "Formerly men always had cows. Now there are new "men, none of whom have cows. If the labourers "supplied a cow and the master fed it, this would cost "10*l.* per annum, *i.e.*, feeding it the same as the "masters, but the labourer would have 5*l.* or 6*l.* profit "over and above."

Pigs, poultry, and bees.

43. Most of the labourers keep pigs and poultry, but bees are never or very seldom seen. One reason assigned was "They'd sting the weans;" and so they in all probability would if the weans disturbed them.

Small holdings not much thought of.

44. Not counting crofts, neither small holdings nor allotments are found in this district. From what was stated by the labourers themselves I believe that wherever a labourer has saved from 250*l.* to 300*l.*, he would be glad of an opportunity of "trying his hand" in a farm of 40 or 50 acres. But it is questionable if any ordinary labourer in these parts has such a sum of money at his command. A farm grieve in receipt of good wages and without "a wife to bother his life," expressed a desire to get a holding of 30 to 40 acres of good land near a town. He could find capital (having saved it in service) to the extent of 6*l.* per acre for 40 acres, but he observed that "the general "labourers do not want anything of the kind, nor "could they use them to any profit if they had them, "for they have no capital."

At Contin it was stated in evidence "there is not at "present sufficient capital among farm servants to "take proper sized holdings, but if Government were "to supply the required or deficient capital, men "would be found to avail themselves of the opportunity." Asked what security Government would have for re-payment, no answer was given. Asked what Government would do in the event of loss of crops or stock, no answer was given. I do not myself believe that the agricultural labourer in this locality has ever thought over the advisability of small holdings, or realised the fact that to pay rent for land and interest on borrowed capital would in a short time swamp the majority of men so situated.

Larger gardens required in some places.

45. Larger cottage gardens many need and should have. To parents in receipt of low wages and with long families to support, a garden of fair land measuring from 600 to 800 square yards would be of great service, and there should be no great difficulty in their fully utilizing such an area. But both factors and proprietors referred me to instances of gardens not exceeding 400 square yards where one half was tilled and the rest neglected. I daresay considerable discrimination would be required in selecting the parties to whom an increase in garden ground would be of real value, and precaution necessary to guard against untilled plots. My impression is that were a list made of the persons desirous of more garden ground it would be found to include many occupants of old cottages where the gardens are mere waste corners, and as these old hovels are being abandoned year after year, the grievance disappears when the newer cottages with larger gardens are entered.

VI.—Benefit Societies.

In the Black Isle the Scottish Ploughman's Federal Union is said to be "very strong." In the Dingwall, Contin, Urray, and Muir of Ord district, 50 per cent. of the labourers belong to "The Contin Ploughmen "and Labourers' Friendly Society."

The Contin Ploughmen and Labourers Friendly Society.

46. This society is of recent establishment. It has for its objects "the raising of funds by entrance fees, "subscriptions of members, fines and donations, part of "this money to be given away for rendering assistance "to members when sick and not able to follow their "employment." It is under the management of a committee, consisting of a president, vice-president, secretary, treasurer, and eight members. Admission is granted between the ages of 14 and 60. Entrance fee 2*s.* 6*d.*, annual subscription 5*s.* Sick visitors are elected half-yearly, their duties being to visit the sick and report to the secretary, and to sign certificates for sick aliment. Absence or departure from the district does not in the event of continued subscriptions deprive a member of his right to sick aliment. (The Secretary had received and the committee passed an application for aliment from a farm servant in Sutherlandshire, on August 10th the day of my labourers' meeting.) Sick allowance 7*s.* per week for the first fortnight, thereafter the sum to be decided by the committee. No sick pay allowed if the illness is self brought on, and if when receiving benefit a member shall become intoxicated, he shall forfeit his claim for such a period as the committee may decide, &c., &c.

This society appears to have given and to be giving very satisfactory results.

Outside the sphere and influence of the Contin Society no benefit societies or branches thereof appear to exist. But here and there one hears of an adherent of the Ploughmen's Federal Union.

Insurances against death or accident, such as are negotiated through the Prudential Assurance Society, do not appear to be common in this district, even outside the pale of Contin Ploughmen's Friendly Society.

VII.—General Relations Between Employer and Employed.

The change in relations within late years.

47. During the last thirty or forty years a great change has taken place in the relations between employer and employed. Formerly the farmer was in the matter of education and intelligence, as also in his mode and manner of life, little, if anything, better than his men. The farm kitchen and common table then prevailing formed a close bond of connection between them, and they lived and wrought on a basis of social equality.

Decadence of farm kitchen system.

48. In this district, as indeed all over Scotland, the farm kitchen system has gradually disappeared, and the custom of married men occupying cottages and taking all their meals at home has become general. I believe that the new arrangement is satisfactory to and preferred by both parties, but, as can easily be understood, it has tended in many ways to widen the distance between the two classes. Individual interest has become, I might almost say, paramount. Personally I am unable to describe the old bond which connected the farmer who dined with his servant and the servant who dined with his master, for the farm kitchen system did not exist in my part of Scotland within my recollection, but I have frequently listened to old men describing the way in which the business and prospects of the farm were discussed and arranged round the common fire after the day's work was over.

It is true that among the smaller class of farmers it is not unusual for the young bothy men still to feed in the farm kitchen, but it rarely happens that the employer occupies as eat at the same table.

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THE RICULURAL BOURER.

ıration in le- lence.

ıgth of rs com- ined of, l holidays ated.

omplaints f quality of ood in the arm itchen not ubstan- iated.

Complaints ıment ımithy hours.

Mediation required.

A friendly feeling nevertheless.

Cost of school books complained of.

Bothies, better than in Fife, but open to objections.

49. The lives of master and man are therefore tinged with a feeling of separation and independence, formerly unknown, and this has, I think, operated rather unfavourably for both parties. I was glad to hear from the labourers here located that on the whole they were on excellent terms with their employers, but I was again forced to the conclusion that some way of discussing, with a view to deciding any disputes and complaints which might arise, was much required.

50. From all quarters the length of hours was complained of. At my labourers' meeting, a weekly half-holiday, in addition to the four whole holidays now observed, was loudly called for as being the labourers' right. The view of the men was that while thus having their days of rest or recreation increased from four to 30, and no stoppage of wage on that account, the master would in reality be the gainer, for "in return " for half-holidays the men would work with greater spirit." It was, however, agreed that at seed-time and harvest, the weekly holiday should not be observed. In connection with this holiday question, it was submitted by some cattlemen that they had no holidays at all, and that their case would require special consideration.

In my Fife Report I have expressed my views upon this holiday question, and I can only repeat here that in the present position of the employers of agricultural labour such an increase of lost time and unremunerated wages as was suggested at Contin, would, in my opinion, effectually crush the farmer and subsequently seriously damage the prospects of the labourer.

For what was stated by employers, I am sure that they would gladly give holidays if they could afford it, or if any other way of getting their work done presented itself; but neither of these conditions at present exist.

51. Another cause of complaint made at Contin was the quality of food given in the farm kitchen. A labourer stated that "the food given to young men in " the kitchen was not worth more than 6*d.* a day, for " they never saw butcher's meat from the beginning of " the week to the end." This statement did not at all coincide with the evidence of a bothy farm-kitchen lad, who testified to his "getting butcher's meat *at least* five " days out of the seven, and very often every day in the week."

52. Another cause for complaint was the carrying of plough-irons to the forge or smithy in the labourer's time. The ploughmen contend that this should be done in the employer's time, and I think the ploughmen are perfectly right. Such work should be done in the master's time.

53. All over the country one hears the same complaints, and there is not at present the semblance of a way by which some equitable and amicable settlement of such disputes might be arrived at. The labourers were unanimous in the opinion that some system of mediation was greatly needed, and would in every way tend to the happiness and satisfaction of both parties.

54. In spite of the grievances and complaints of undue hardship laid before me by the labourers, I could not but see that they are well disposed towards their employers, and the same may be said of the other side. Old established customs are hard to break down, and it is against customs that the labourers declaim.

55. In connection with the education of their children, reference was made both in public and private interviews to the fact that unnecessary expense was laid upon the parent in his having to buy a new set of school books when a child changed his school. It was suggested that the same set of books should be used at all parochial schools, so that when a farm servant changed from one place to another, the books used in one parish would be equally serviceable in the other, or that, failing this, school books should be supplied free of charge to the scholars.

56. Although bothies are fairly numerous in this district, they are more comfortable and better looked after than those in Fife, Kinross, and Clackmannan. But from a farm grieve of long experience in the Beauly neighbourhood I had a clear and spontaneous admission of the tendency of bothy lads to "rake about at night." That a clean and comfortable bothy is appreciated by the men is, I think, proven by the fact that, whereas in Kinross 1*s.* per week was the outside value attached to bothy accommodation by the labourers, here 1*s.* 6*d.* per week was stated to be a fair and reasonable charge. One should not, however, forget that in this purely agricultural district the temptations to night excursions are few and far between, when compared with Kinross and Clackmannan, where towns and mining villages are numerous. In these more southerly counties employers complained much of the irregular hours of bothy men, whereas in the district touched by this Report, no such complaint was preferred.

VIII.—General Condition of the Labourer.

Wages and earnings low in contrast with southern counties.

57. In contrast to the farm labourers in those districts upon which I have already made my reports, the wages and earnings of all classes of farm servants in this part of Scotland are low.

Reviewing the reports from Scotland, it appears that the nearer one gets to the central part of the country and the large seats of competing industries, the better paid is the agricultural labourer. In the Lothians and Fife I found a fair wage for a ploughman to be 1*l.* per week, everything included. Between Dingwall and Inverness, 16*s.* 6*d.* is about an average.

It must be admitted that 16*s.* 6*d.* per week is a small pittance when spread over a household, consisting probably of a man with a wife and family of young children.

Why should this be?

58. I have frequently asked myself the cause for this wide difference in agricultural wages. If land in Inverness is fairly rented, distance from markets, adverse climate, and quality of soil being taken into account, it is not easy at first sight to understand why the value of labour should be less there then in other places.

If hours of work were shorter than in Fife or the men physically or mentally inferior, a reasonable explanation could at once be given, but I do not think such is the case, at any rate not to the extent necessary to account for a difference of 3*s.* 6*d.* per week. Whether within labouring hours a Contin farm servant turns out as much or as good work as a Dunbar labourer, is no easy matter to determine, but I am clearly of opinion that, take the year all round, the Contin man is longer in the fields or at the steading, and during that extra time he is certainly doing something in his employer's interest.

No doubt the lower wages in the north are due to the presence of a redundant croft population, and the absence of competing industries, which invariably lessen the supply of farm labourers, while encouraging and keeping up the cultivation of land in the neighbourhood of large consuming centres.

Labourers appear to be comfortable.

59. And still I do not think that the agricultural labourers of this district have less home comfort or are in worse circumstances on their 16*s.* 6*d.* a week than those nearer Edinburgh on their 20*s.* They dress every bit as well and their houses are just as well furnished. They look to enjoy just as robust health and their children appear to be as well fed as anyone could wish.

They live less extravagantly, than in other districts where wages are higher.

60. The explanation I submit is that in the north the labourers have not to the same extent as in the south forsaken the old oatmeal diet, and that although their food is plainer and less costly, it is nevertheless equally nourishing. In the Lothians meal no longer forms part of a ploughman's remuneration; in Fife, 65 stones of oatmeal still remains in vogue, but between Dingwall and Inverness the farm servant receives from 70 to 100 stones, and in many cases he buys an extra quantity out of his money wages. Were the Contin labourer to discard the use of oatmeal, as the Dunbar man has done, and take up the extended use of white bread and butcher's meat prevalent in those districts where payments in money have become general, I seriously question whether he could make ends meet on the wages he now receives.

Difficulties in cases of large families.

61. Exercising the greatest prudence in food and clothing, several labourers' wives stated that with large families it was almost impossible to keep out of debt. The evidence of a shepherd's wife was particularly valuable, for she spoke with unusual intelligence, and was recommended by her husband's employer as being a highly respectable and hard working woman. Her husband earned 19*l.* a year in money; this when added to the value of his perquisites and payments in kind made his total annual earnings 43*l.* or 16*s.* 6½*d.* per week. There was a family of ten. The oldest son aged 20 is in a Highland regiment, and whatever he makes he keeps. The second son is apprenticed to a tailor, and his 5*s.* a week does no more than maintain him. Of the remaining eight six are at school. At present the family is in debt, but not heavily; 10*l.* would clear it off. A tradesman "in whose books they are," uses this as a means of forcing more orders with threats of selling them up. This also "thirls" (binds) them to the spot. They can't possibly keep out of debt on present wages,

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but whenever the tailor lad passes the apprentice stage and becomes a "journeyman," he will be able to help them. They fancy grocers and tradesmen cheat them when accounts run on for six months, and they would prefer monthly wages in order to buy *cash down*. They speak in highest terms of their employer.

Labourers not in debt as a rule.

62. I believe this to be a very fair picture of the position of the agricultural labourer with a large family, none of whom can be said to contribute to the family purse. But ten or even eight is more than an average family, and I am of opinion that in the generality of cases the labourers succeed in "scraping along" as they term it, without being involved in debt. If their food is plain, it is nevertheless health and strength giving, and there can be little doubt that there are few cottages in which the old habit of living almost entirely on porridge and potatoes still prevails.

Increase in wages.

63. Between 1850 and 1880 labourers' wages greatly increased. Since 1880 the increase has not been so remarkable. It was proved by extracts from employers' labour books that, between 1850 and 1893, the money wage paid to farm servants had increased 55 per cent., payments in kind remaining practically the same; but, on the other hand, the labourers, while admitting the great rise in money, contended that no allowance had been made for the loss of the cow, which formerly every married man had.

Cottage improvement.

With respect to the alteration among farm cottages, the hovels of olden times were described as "beastly," and I am bound to say that if they were prototypes of the dwellings classed C in this Report, the adjective was none too strong. It must not, however, be forgotten that in instituting any comparison between the position of the labouring man in 1850 and 1893, the estimated value of the house is at least double now to what it was then. This makes the contrast all the more striking, and overlooks the not improbable objection which the labourer might make to our placing a large increase upon the value of house accommodation as part of his wages and earnings.

Favourable position of unmarried men.

64. The position of the unmarried farm servant is, I think, very favourable, especially such as occupy bothies and are fed in the farm kitchen. To men receiving from 20*l.* to 26*l.*, plus board and lodging free, there should be no difficulty in saving from 12*l.* to 18*l.* a year, and I am aware that those who try can do so. Nor is the purely bothy man prevented from saving, for, after paying for his food, calculated to cost 4*s.* 6*d.* per week (exclusive of meal, milk, and potatoes, which he receives from his employer), equal to 11*l.* 14*s.* a year, he has a balance in hand of from 8*l.* 6*s.* to 14*l.* 6*s.* The evidence of a superior bothy lodger, aged 35, is to this effect:—

"I get meal and milk and coals supplied. Over and "above my food costs me 6*l.* a year. Clothes, boots, "and washing, &c., will cost 6*l.* more. If I had "nobody depending on me, I could save more than half "my wages, but I keep my mother. All my savings "are in the savings bank. I have over 200*l.* there "already." The same witness says: "Men could save "money if they wanted and tried, but the most of them "like to spend it."

Not many attempt to save.

65. I fancy that many years ago it was the fashion to save a little, if possible, and by "half starving themselves" and living on the plainest and cheapest diet, labourers succeeded in laying past money. Now it is the fashion to live up to income, and 70 per cent. of the labourers do so, perfectly oblivious to the changes and chances by which they are surrounded.

Unsettled condition as seen in constant flitting.

66. "Flittings" are frequent among the farm servants in this locality. Some parties delight in change, and, strange to say, they do not appear to be satiated by annual flittings. As in other parts of Scotland, these periodical shiftings are foolish and in the majority of cases objectless.

Lighter work than formerly.

67. The general condition of hired farm servants is decidedly better than that of ordinary day labourers; their wages are assured to them all the year round, and even in times of sickness. The introduction of farm machines and the improvement in such tools as dung "graips," hay rakes, and forks, turnip hoes, &c., has rendered every day labour lighter and easier than it once was; and although it is usual for most labourers to be in the steading or stables in winter long before outdoor work can be accomplished, the jobs to which they are put pending daylight are very easy. Before the introduction of the threshing machine the early hours of a winter's morning were spent in threshing with the flail; subsequently, where water or horse power was employed, two hours of threshing were taken between 6 and 8; but, unless on a very few farms, this custom has disappeared, and threshing is a matter to which either one or two entire yokings is devoted.

THE AGRICULTURAL LABOURER.

The farm labourer's lot better than that of the crofter.

68. I had many opportunities of comparing the circumstances of the regular farm servant with those of the crofter, and I must say the results were greatly in favour of the labourer. In good times, when agricultural produce brings remunerative prices, or in good seasons, when stock and crop thrive, the crofter may be fairly recompensed for his toil; but in times of depression I am afraid there is a great deal of truth in the assertion of many well-informed persons in these parts that "a croft is not worth having."

Labourers a deserving class.

69. I think the farm servants between Inverness and Dingwall are a deserving body of men. They are quiet, industrious, and in the main contented. By both their employers and their clergymen they are highly spoken of. Any born idlers or ne'er-do-weels find their way from the country to the towns, where, doubtless, they go to swell the ranks of the unemployed.

Sober and not addicted to immorality.

70. Many gentlemen bore testimony to the absence of drunkenness among farm servants; indeed, there appears to have been a decided improvement in this respect of late. Whether this may be attributed to better education or to the common sense of the people themselves one can hardly say; it is, however, pleasant to be able to state that it is so. Immorality has rather decreased of late, and the custom of marriage among those who have erred has become more common than it used to be. I think young women are more careful of themselves than formerly; they look ahead to domestic service and town employment, whereas 20 or 30 years ago there were not so many opportunities for advancement, hence not so strong inducements for propriety in unmarried life.

In Mr. Rutherford's Report from Easter Ross and the Black Isle, I find many observations which would apply with equal truth and force to the district to which I now refer.

Legislation not desired.

71. With regard to legislative action, I do not think either employer or employed desires or would favour direct interference, but I am convinced that both would heartily welcome any system by which conciliation might be promoted and disputes arranged aud settled in a friendly manner.

ARABLE LAND IN NORTH UIST.

Description of the locality.

72. The Western Island or Western Hebrides belong conjointly to Inverness and Ross shires in the understated manner:—

To Inverness: The parishes of Stornoway, Barvas, Uig, and Lochs, in Lewis.
To Ross: The parish of Harris, which is the southern portion of Lewis. The Islands of North Uist, South Uist, Barra, and Benbecula.

The general character of the Western Hebrides is wild and rugged. Much of the surface is occupied by mountain and moss, but in North Uist there is a considerable extent of green pastoral land interspersed with patches of arable. Along the western coast line, and especially in the vicinity of the peninsula of Vallay, mixed farming is practised and a fair amount of agricultural employment presented to the people. North Uist was not personally visited, but the information obtained from the tenant of an island farm will, I hope, be received as useful and interesting.

A labour-employing farm in N. Uist Island.

73. The Vallay farm measures 1,525 acres.
It includes 1,050 acres never tilled.
" 475 " arable.
Twelve working horses are regularly employed. 200 cattle and 800 sheep are kept.
The labourers consist of 1 manager, 2 grieves, 6 ploughmen, 5 cattlemen, 1 shepherd, 1 shepherd's assistant, 1 orra man in charge of cattle during summer, 6 labourers from 15 to 20 years of age, and 5 women workers who are employed for five months during the year.

Supply of labour.

74. There is an abundant supply of labour, but in their natural untrained state the natives of North Uist are inferior and unsatisfactory servants. They, however, soon learn their business and become useful and reliable in agricultural service.

Insufficient demand.

75. The demand for farm servants is not equal to the supply, consequently there is a steady migration from the island to the mainland. The labourers are taken from the crofter class, and it is stated that at first and until they have shaken off crofter lethargy and

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indifference, they are very idle. There is nothing in the line of immigration.

Nature of employment.

76. Employment on this farm is regular and continuous to men, but intermittent to women. During summer months they are pretty regularly employed, but during winter and until seed time in spring, outwork is done by men. In busy times, such as harvest, extra hands are required, and of them there is an abundant supply.

Conditions of engagement.

77. All regular servants are engaged by the half year. Six weeks' notice on the master's side is required. The servants are engaged in the district and are all natives. There is no hiring market in the island.

Periods of payment.

78. Payments are half yearly. Advances are given when required. A fairly thrifty man with large family lifts about 2*l.* 10*s.* in the six months, receiving the balance at date of settling up. Payments in kind are believed to be liked by the labourers and no proposals to alter existing custom have been made.

Hours of work.

79. The hours of work are from 7 to 7 in summer with two hours at mid-day. And from daylight to dark on the land in winter and early spring. Two ploughmen out of six attend stables at 5 a.m. and 8 p.m. in winter, thereby reducing the hours of attendance to the lowest possible limits consistent with the master's interest.

All journeys to and from work are performed half in master's time and half in servant's. In winter the ploughmen are not asked to do any work other than is directly connected with their position as horsemen.

There is no overtime pay and almost no overtime work.

Holidays.

80. Four understood holidays are customary, and, as elsewhere, days at odd times are granted. The average number of holidays is stated to be eight in the year. Pay is not suspended although no work be done. Servants off work through sickness draw pay for at least four weeks.

Medical attendance, free.

81. Doctors' fees for attendance upon farm servants are paid by the employer. It is a case of contract between the doctor and the proprietor who charges the amount against the occupying tenant.

No piece-work is done.

Wages and earnings.

82. The system and amount of payment to various grades of agricultural labourers for the year now running are described and estimated as follows:—

Regular ploughmen, married and resident:—

	£	*s.*	*d.*
Money per annum	16	0	0
Free house and garden (as per valuation)	4	0	0
Keep of cow, which is treated both in summer and winter precisely the same as the employer's. Cross between Shorthorn and Highland	8	0	0
Keep of a calf for one year, house fed during winter by employer	3	0	0
6½ bolls (65 stones) oatmeal at 17*s.* 6*d.*	5	13	9
Potato land for 7 cwts. seed, calculated to produce 2½ tons	5	10	0
One day allowed for peat carting	0	2	6
Cartage of peat: 35 cart loads at 2*s.*	3	10	0
	£45	16	3
Grieve's wages and earnings, add	3	0	0
Grieve's	48	16	3
Manager's do. do. add 20*l.*	65	16	3
Shepherd (no pack flock): Same as grieve, 48*l.* 16*s.* 3*d.*			
Unmarried ploughmen:			
Money	16	0	0
Board and lodging on farm kitchen system valued at 8*s.* per week	20	16	0
	£36	16	0

Standard wage for *labourers*, 2*s.* 6*d.* per day; in harvest 2*s.* 6*d.*, and food worth 1*l.*

Women.—Ordinary wage 8*d.* per day and food valued at 8*d.* per day equals 1*s.* 4*d.*

No change at harvest.

Labourers' dwellings.

83. The cottages are stated to be of very mixed character. Some recently built being good, but rather too small, while the older type of thatched dwellings are bad. Outhouses such as privies are seldom seen, but no complaints have been made on the subject.

Relations and general conditions.

84. The relations between employer and employed are stated to be good.

Those labourers who are fortunate enough to be in regular employment are believed to be comfortable and in good circumstances.

Not so such as are only employed at odd times. Within the last seven years money wages to regular employees have increased 3*l.*, payments in kind meantime suffering no diminution. There are numerous opportunities for well educated lads and tidy girls obtaining good situations on the mainland, and these are taken full advantage of. Emigration to foreign countries has taken away many of the inhabitants, but this appears to refer chiefly to the crofter population and is accordingly outside the sphere of my inquiry.

FORESTERS AND WOODMEN.

Explanation of terms.

85. The term "forester" is generally applied to persons skilled in the management and treatment of trees and woods, while "woodmen" are merely labourers who work in woods or are employed as assistants at the saw mill or estate fencing.

Duties of foresters and woodmen.

86. A forester in these parts is a regularly employed yearly servant, occupies an estate cottage frequently free of rent, has a garden, perhaps a cow's grass, gets an allowance of coals, has liberty to keep a pig and poultry, and is paid quarterly or half yearly.

A woodman on the contrary is generally speaking a day labourer, in no way bound by engagement or agreement and who draws his pay at the end of each quarter or month. On most of the heavily timbered estates in this district the woodmen appear to be the sons of crofters. When the scene of labour is within reasonable distance of home, the woodmen live at home, going back and forward before and after work. When employed in remote places too far to allow of walking back and forward every day, they either lodge in temporary bothies scattered over the estates, feeding themselves as bothy labourers on farms do, or they board with crofters or farm servants near at hand. Woodmen are liable to be deprived of work at slack times or in bad weather, but the evidence received is to the effect that on large estates, where timber farming is a business attended with considerable profit, there are few lost days to any of the employees. Even in the dead of winter, occupation is found at the saw mills, most of which are situated by the river sides and driven by water power. Woodmen are also employed in the erection of palings and wire fences, so many of which are required on pastoral and Highland properties. In the shooting season many of them take temporary service as ghillies, for which they receive from 3*s.* a day with dinner and an occasional glass of whiskey, to 4*s.* without food. Those who provide a pony receive from 15*s.* to 18*s.* per week extra for the pony.

Supply.

87. There appears to be a fair supply of foresters. They are well paid and as a general rule occupy really first-class and very pretty cottages. Their position is a superior one, and like shepherds, the responsibility thrown upon them has the effect not only of fully developing their powers of thought, calculation and energetic action, but of rendering them contented and averse to change.

The supply of woodmen on the contrary is stated to be poor. The head forester and general manager of woods on a very large estate tells me that he has great difficulty now in procuring the full complement of woodmen required at ordinary times, and when extra work presents itself he is frequently at a loss to know what to do. He quoted the case of a heavy flood this year which swept away many portions of the river embankments and made it necessary that all available hands should be brought from the woods, and extra men got to immediately repair the breaches. No extra men could be found until the disbanding of the Inverness militia when a squad numbering between 30 and 40 were engaged. The same witness states that "amongst the younger lads and young men there is "now a marked indisposition for country life. They "drift into towns. Many go into the police or enlist "in the Army. A lot go south to one job or another.

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Migration from the district.

88. Mr. Brand, the well-known Scottish Railway contractor, in a conversation I had with him at Beauly, informed me that a large proportion of his navvies and expert tunnel men were natives of this part of Scotland.

He made special mention of the islands of Skye and Lewes as furnishing many first-class men, and gave individual instances of crofting villages situated in the district of my inquiry from which men had come to him. Mr. Brand added that although the earnings of railway labourers were considerably in advance of those obtainable at home, the temptations to spend more were proportionately numerous, and he was sorry to say that many a man "lost his head and rioted, because "of the suddenness of the change."

Efficiency.

89. With respect to the efficiency of foresters and woodmen, it is stated that there is no falling off in the quality of labour nor perceptibly in the quantity performed, but among the woodmen there is less disposition to meet their employers at times of unusual stress of work.

Wages and earnings.

90. The wages and earnings of foresters show a wide range of difference, which can only be explained by the fact that experience and knowledge in the duties with which they are charged, are fully recognised and recompensed. A thoroughly skilled forester in the prime of life will earn from 19*s.* to 22*s.* per week in cash, to which may be added the value of a free house and garden, a cow's keep, from two to four tons of coals and cartage, two loads of sticks, and liberty to keep pigs and poultry. Others, again, pay rent for their houses and find themselves in everything, but they receive larger money wages.

Foresters' wages and earnings may be described as ranging from 55*l.* to 70*l.* a year, equal to 21*s.* 2*d.* to 36*s.* 11*d.* per week for the better-class men, and from 45*l.* to 55*l.*, equal to 17*s.* 4*d.* to 21*s.* 2*d.* per week, for less experienced and old servants.

Woodmen employed steadily all the year round at 15*s.* to 20*s.* per week earn from 39*l.* to 52*l.* in the year. It is, however, to be noted that when employed away from home an out allowance or board money of 1*s.* per day is given. This probably amounts to between 50*s.* and 60*s.* in the 12 months.

Their cottages.

91. The time at my disposal for the conduct of this inquiry was so brief, and the district for survey so wide, that I was precluded from visiting foresters' and woodmen's cottages to the extent that I should have liked, but I saw several specimens of foresters' cottages, and in the company of Mr. Dewar, Lord Lovat's head forester, visited a few crofters' residences. The foresters' houses were excellent in all respects, and well supplied with the necessities of modern comfort. The croft houses were thatch roofed, low in the ceilings, badly ventilated, and not well lit, but the inmates were perfectly satisfied with them.

Complaints about long hours.

92. Among woodmen the length of hours of work (10 hours in summer, and from daylight to dark in winter) is complained of.

Friendly relations.

93. Otherwise I believe the relations between them and their employers are extremely good. The position of a woodman is very different to that of an ordinary farm servant, for the latter sees his employer probably every day in the week, and is brought into constant contact with him, whereas the latter may not see his master more than once in the 12 months, and that afar off.

General conditions.

94. The general condition of foresters I should describe as very good. They have all the advantages and little or none of the hardships of the agricultural labourer. They draw good wages, have clean and interesting work, are seldom asked to endure harsh weather without being in or near shelter, are comfortably housed, and in many respects are very much their own masters.

Increase in wages.

95. Thirty years ago woodmen were paid 1*s.* 3*d.* to 1*s.* 6*d.* per day, and when they supplied a horse the figure was 4*s.* 3*d.* to 4*s.* 6*d.* Now 2*s.* 6*d.* per day for the men and 5*s.* 6*d.* to 6*s.* for man and horse is the lowest figure paid, and still it is stated that the men are "restless and discontented." The same causes which militate against the quietude and peace of mind of the farm servant operate in the case of woodmen. There is a longing for change and excitement, for shorter hours and more holidays, a growing dislike to country life, and a desire for company and society.

GAMEKEEPERS.

Increase in number of and need for gamekeepers.

96. From the time that sheep farms began to give place to deer forests and sporting moors, a very considerable increase has taken place in the number of and demand for gamekeepers. In every quarter of the pastoral district between the hills skirting the arable portion already disposed of and the western coast, game and gamekeepers are found, but in such localities as are of an entirely sporting character the number of keepers is largely in excess of those where sheep and cattle still roam the hills and glens.

Approximate area to each keeper.

97. It is no easy matter to append any area to one gamekeeper, but from the evidence of a head keeper of experience, I should think that on purely sporting land one man will go to every 5,000 or 6,000 acres, while on sheep farms the quantity will be from 7,000 to 10,000.

Classification and duties of gamekeepers.

98. Gamekeepers are divided into two classes. *The head keeper*, who is in charge, and directs the movements of his subordinates at ordinary times, while carrying out (himself and others) the orders and wishes of his master during the shooting season; during three quarters of the year he is an overseer and manager; and *the under or ordinary keeper*.

Although it is well that a gamekeeper should be able to handle a gun with fair dexterity, his chief duty is not to kill game but to conserve it and destroy vermin. He should be familiar with the nature and habits of the birds and beasts which prey upon and destroy game. He should know their haunts and modes of attack, and in his method of warfare be untiring, persevering, and wary. In the Highlands, the chief marauders are foxes, weasels, stoats, eagles, hawks, ravens, and hoody or grey crows.

His daily work can only be defined in general terms. He walks the hills to see that they are free from poachers or trespassers; watches and inspects the deer, and keeps down vermin of every sort. Sometimes he trains pointers, setters, or retrievers for his master's use, meanwhile carefully observing the places frequented by game, and so familiarising himself with the numbers of his covies and their direction of flight, that he can guide and instruct the shooters later on.

Such work is light and easy, and so closely intermingled with excitement and sport that it can hardly be compared with the ceaseless humdrum of farm service.

But to be a satisfactory servant, and in all respects acceptable to his employer, a gamekeeper must be smart in manner, polite in address, tidy in dress, and punctual in habit. Moreover, he must be strong and enduring to carry the bag up the steep hill-sides and over rough mosses.

Gamekeepers are sometimes married, and sometimes single. On deer forests half or even two-thirds are married and in occupation of cottages. The single men either board with the married men, or with shepherds, or occupy bothies, which generally are the former habitations of shepherds.

Engagements.

99. With the exception of head keepers, who are frequently engaged by written documents, gamekeepers are usually hired in the same manner as farm servants, viz., by word of mouth. When obtained through advertisement, the terms are stated in writing, but wherever hiring can be accomplished by personal interview, it is not customary to give or receive any formal proof of engagement.

Yearly engagements are general for all classes of keepers, but on some estates young men are on six months' hirings. Changes are not frequent, but sometimes a man will be taken from one portion of the estate, and put in charge of another.

On many deer forests both father and son are employed in the same capacity.

Wages and earnings.

100. Wages are paid either quarterly or half-yearly. Married men have some perquisites in addition to their money wage, but single men are generally on money wage altogether.

It is usual to give to keepers extra pay for certain descriptions of vermin killed. For instance, one gentleman gives 1*s.* a head for all "hoodie crows," and on estates near the fishing villages these birds are stated to be numerous. An important element in the keeper's income is the gratuities given by the sportsmen. These vary according to the sport obtained, and the resources and liberality of the giver. Moreover the head keeper is stated to come in for the lion's share. But it is not contradicted even by under keepers that they are generally "well treated" by the sportsmen.

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THE AGRICULTURAL LABOURER.

An average annual wage for *an ordinary keeper* is as follows:—

	£	s.	d.
Cash 18s. per week - - -	46	16	0
Free house and garden say - -	4	0	0
Grass of a cow, with rough hay or liberty to cut hay for winter, say	7	0	0
	£57	16	0

A *single man* gets from 16s. to 20s. per week.
A *head keeper* estimates his annual earnings at—

	£	s.	d.
Cash per month 4l. 7s. -	52	4	0
Free house and garden - -	5	0	0
Cow's keep - - -	7	10	0
Coals, 6 tons, and cartage at 1l. -	6	0	0
	£70	14	0

If to these figures be added the amount earned by destruction of vermin at a recognised capitation award, and the gratuities given by sportsmen, the annual income of a gamekeeper will be admitted to be good.

Friendly relations.

101. These servants are on most friendly terms with their employers. Their hours are easy. Their work is pleasant. Their moments of relaxation are numerous.

Character of keepers' houses.

102. But in many cases their dwelling-houses are isolated and, for purposes of education, inconvenient, and far distant from school.

Wherever the keeper's house is near the shooting lodge it is of excellent quality, recently built and in many cases ornate in design, commodious and convenient in internal arrangement. But when situated up among the hills, it is often inferior, having a thatch roof and most of the defects which characterise the common old-fashioned crofter's shanty. A gradual (I may say on some estates, rapid), improvement is taking place in keepers' houses and as every year sees fresh supplies of rich men going north and buying or renting Highland estates, it is reasonable to assume that the comfort of the gamekeeper will not be lost sight of.

General condition.

103. From what I saw and heard of gamekeepers in this district I am of opinion that they are in good circumstances, and in thorough contentment with their surroundings. As a class they are well and suitably dressed in strong tweeds, knickerbockers, and spats. They live well, and, I believe, save money. The parents, recognising the value of a good education, are careful in securiug the attendance of their children at school, and I was not at all surprised when told of many a keeper's son in a good situation in Glasgow or some large southern city.

From both clergymen, resident gentry and farmers, the character of "sober, steady men" was given to gamekeepers, and I think few will dispute the correctness of the estimate.

THE PURELY PASTORAL DIVISION.

As contrasted with Breadalbane.

104. Much that has already been written with reference to shepherds in the Breadalbane district of Perthshire might with equal truth be written of the Highland herd of North Inverness and South Ross. Their duties are almost similar, and the fulfilment of them is ouly varied by the fact that in Breadalbane the mountains are far more abrupt, and the valley land smaller in area, than is the case in the district to which your attention is now directed.

It must be observed that my visit to Breadalbane having taken place in early spring, when as yet the mountain tops and sides were shrouded with snow and the low lands not yet green with full verdure of the summer's growth, it is not at all improbable that my estimate of the value of the grazing of the two districts may be imperfect and at fault. I surveyed North Inverness and South Ross in the height of summer, when everything looked and was at its best. The fact, however, remains that the suitability of this more northerly district to Cheviots, whereas Breadalbane is altogether occupied by Blackfaces, is uncontradictable testimony to the superiority of the pasturage here met.

Although the Cheviots which I saw in my long drives across this part of Scotland, were in size, symmetry and quality inferior to the sheep on the Border hills, still they were good hardy beasts and showed every sign of careful breeding and judicious drafting.

Unlike Breadalbane, I saw very few hills that might not be grazed almost to the top, and very little surface that might not be ascended with comparative ease by the shepherd. It was therefore a matter of no small surprise to find that the hirsels, or flocks, under one man's care were decidedly smaller here than in Breadalbane. The only explanation I can offer is that Cheviots being more valuable and less hardy than Blackfaces, there is as much labour connected with four of them as there is with six of the other breed. I do not think sheep are "dogged" so much in South Ross as in Breadalbane, and I fancy they are closer seen to all the year round. In winter they require more foddering and cannot fend for themselves to such an extent as the wilder horned breed.

Where Blackfaces take the place of Cheviots the grazing is second class and a larger acreage is required for one ewe, consequently the herd has more ground to walk. A hirsel of 600 Cheviot ewes on good pasture may therefore entail no more physical labour than a hirsel of 600 Blackfaces on a poor hill.

The shepherd's work.

105. The work of a shepherd varies in (*a*) nature, (*b*) quantity, and (*c*) severity with the time of year, and character of the weather.

(*a.*) *The Nature of his Work.*—He is responsible for the health and safety of his hirsel. He examines them daily and performs such services as are necessary for their welfare. These may be dressing when fly-struck, cleaning or "dagging" as it is called, when affected with intestinal disorder, separation of unhealthy from healthy, paring and curing diseased feet, general veterinary attention to sick or ailing animals. In autumn he follows the movements of the rams, with a view to securing a full crop of lambs or avoiding disappointment from barren sires. In winter and spring he sees to the safety of the inlamb ewes, and in the event of a snow storm he provides them with hay or drives them to sheltered places out of danger from snow wreaths or avalanches.

In late spring his presence is required on the hill, or in the lambing paddock, to assist in cases of severe parturition, or to prevent desertion of lambs by their mothers.

No regular rule is laid down for a shepherd's work, nor can be. He is in charge of animals who look for their own food, and in so doing are liable to go astray, or turn ill, or meet with accident, and the shepherd has to think over all these possibilities, either protecting against them, or doing what he can to mend matters when things do go wrong.

The counting of the shepherd's flock is done twice a year, either at lamb-marking or clipping, and at speaning times. Hill sheep are generally clipped or shorn about the end of June or beginning of July. Lamb-marking takes place in the end of May or beginning of June. Speaning or weaning late in August or early in September. Dippings are performed in summer or autumn. On some farms one dipping is considered sufficient, while occasionally dipping in autumn is superseded by "smearing" with a mixture of butter, turpentine, archangel tar, and sufficient milk to make the salve work freely. Of late years smearing has become unpopular owing to the irremediable stain thereby imparted to the wool.

In early spring, when the weather is favourable, shepherds generally do some muir burning, the object being to get rid of coarse herbage or heather, and produce in its stead sweet pasture and young heath.

The marks by which Highland sheep are known and identified.

106. The marks of identification among Highland flocks are the stock mark and age mark. The stock mark is generally a brand inflicted with a red-hot iron on either side of the head and at different angles. When the sheep of neighbouring farms get mixed, as frequently happens, they are recognized by the appearance of the stock mark. The age mark is made in the ear or ears by a machine called a "lug marker." Each farmer has his own marks for the different ages.

(*b.*) *The quantity of a shepherd's work* has already been so far stated in par. 12 of this Report.

In contrast with lowland shepherds, either on arable or pasture land, the Highlander has an easy time of it. In stormy weather at lambing or "handling" times, he no doubt has long hours and little rest, but at other times his duties are easily and quickly performed. I watched several herds "looking" their hill flocks, and found that the operation consisted on more than one occasion in the herd walking quietly along the hill foot, whistling now and again on his fingers and directing his collie away up the hill face. The exertions of the dog and the effects of the whistling brought the sheep tearing down to the flat below, where they were under the glance of the herd.

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(c.) *The severity of his work* chiefly consists in his frequently having to stay up for nights in succession, and go long journeys looking for storm-staid sheep; also in constant attendance on the ewes at lambing time, which lasts about four weeks.

Sortings or handlings.

107. What are known as "sortings" or "handlings," are the occasions upon which the various hirsels are in turn driven to the "fanks" or pens specially constructed for separating the flock into different ages, classes, and qualities. There is usually one fank to each farm, and all dipping, shearing, lamb marking, weaning, drafting, and numbering is accomplished there. While this work is in process, the herds are either fed by the employer at the farmhouse, or upon food supplied by him and entrusted to the care of one or two of the herds residing near to the fank. The number of handling days on which the men are thus fed varies according to the size of farm and number of hands employed. Some farmers engage extra men, in which case the work is expeditious; others do everything with their own regular herds. On Killilan farm the number of handling days was stated by the head shepherd to be 34 in the year. At Balmacarra, eight miles distant, five only were so occupied. In Skye, from 13 to 18 were spoken to by the herds, while a large Sutherland farm, employing 22 herds, has 24 handling days.

Peculiar system of marketing.

108. The sales of Highland sheep and wool are often conducted on a somewhat unusual system. Inverness is the general market, and there neither stock nor samples are exhibited, everything being sold by character and reputation.

Shepherds in this district have not, therefore, the long wearisome tramps which lowland herds are subjected to when driving their lambs or ewes to Lockerbie or Hawick markets.

Loss from braxy.

109. The disease known as "braxy" is not so common here as in other parts of the Highlands; indeed, generally speaking the ground is fairly free from disease of any sort.

The custom of the herd getting any sheep that fall on his hirsel obtains here as well as in Breadalbane. I saw less braxy mutton hanging in herds' cottages between Contin and Skye than in the neighbourhood of Lochs Tay and Rannoch, but was told that most of last year's lot had been eaten, and there was less death in spring 1893 than had been for 30 years.

Supply of shepherds and labourers.

110. The supply of shepherds is said to be quite sufficient. "They are a hereditary class, and a hirsel "passes from father to son."

The conversion of sheep farms to deer forest has not seriously affected the matter of supply and demand. Many formerly shepherds have been kept on to do some other class of work. Ploughmen, farm labourers, and women workers, all of whom are more or less required where a little land is kept under cultivation, are very scarce.

"Young men and women leave the glens whenever an opportunity offers."

From small crofting villages a supply of casual labour is obtainable at certain times, but away from crofts day labourers are most difficult to procure. Regular and constant employment is not so easily got as formerly, there being a large decrease in cultivated area.

Migration from Western Isles.

111. From the island of Skye there is much periodical migration of females. Young women go in spring to the arable counties of the mainland and remain till autumn, when they return for winter. A herd stated that his girls always brought back 8*l.* or 9*l.* a piece.

Efficiency.

112. No change has taken place in the efficiency of shepherds. They have their work to do, and they do it in a manner quite satisfactory to their employers.

Labourers and ploughmen on the other hand are said to be "unsettled and flighty, and by no means so easily "dealt with as they were 20 years ago."

Engagements, and periods of payment.

113. Yearly engagements are general between sheep farmers and their herds. The engagements are verbal and generally arranged by personal interviews at convenient places. Although on some places wages are paid only once in the year, half-yearly settlements are the rule. Advances are given when requested, but on no farm that I visited had advances been sought within the last three years. In the matter of engagements no difference of custom between married and single shepherds is observed.

Ploughmen who are married and occupy farm cottages are also yearly servants on half-yearly payments, but single men are more frequently hired for six months only. There do not appear to be any monthly servants, nor are there any complaints lodged against the prevailing system.

Hours of work.

114. The *shepherd's* hours of work cannot be well defined. He should look at his sheep before breakfast, and he is probably working at something or other until 6 o'clock, but his hours are entirely regulated by the time of year and character of the weather.

Farm labourers work from 6 to 6 or 7 to 7 in summer and from daylight to dark in winter. Attendance on horses occupies from 1½ to 1½ hours per day, while journeys are performed half in master's time and half in servant's time. The evening stable hour is generally observed in winter, but when there are two ploughmen only one is asked to appear. Again, in winter, no extra work is demanded, and it is sufficient if the ploughman enters the stable at 7 a.m. Take the whole year round and ploughmen's hours are about 11½ in summer and 9½ in winter. Labourers 10½ in summer and 7 to 8 in winter.

The dinner interval of two hours in summer is curtailed by journeys from and to work. In winter it is about half an hour shorter than in summer.

Sunday work.

115. *Sunday work and hours.* Although there is no change in the duties of a shepherd on Sunday, the statement of the Free Church clergyman at Loch Alsh is corroborated by both employer and employed. Except at busy seasons "I know of nothing in their hours "of work or duties to prevent attendance on Divine "service." Neither are the few ploughmen or labourers employed in these parts in any way precluded from attending church. Half-an-hour to clean out the stables in the morning and the same again at night represents their Sabbath work.

WAGES AND EARNINGS.

The presence of pack flocks in some localities and absence in others has given rise to variations in the total value of shepherds' wages and earnings which render both comparison and summary somewhat difficult.

Pack flocks, their abolition or reduction.

116. In the olden times "pack flocks," numbering from 60 to 70 sheep, exclusive of lambs, were general. There was then either no money wage or a very small one. The herd had a wretched cottage, a small croft which he worked with the aid of the horse or pony he kept and with the spade, the keep of a cow or two and their calves up to a certain age; he got so much oatmeal; he cut and saved his peat on the moss and carted it with his pony; and he had his pack flock.

Within the last 35 years pack flocks have been to a large extent either entirely abolished or greatly reduced in size.

Small packs, consisting of 10 to 20 sheep are not uncommon; but I only met with one (*See* App. B. II. No. 1) where the old number remained intact. I find that each locality has its peculiar custom, and although I had no evidence to show that pack flocks so large as that referred to above prevailed in any locality, I did observe that their existence or non-existence was a question of local custom. Where three or four large hill farmers combined among themselves to substitute a money wage for pack flocks, the wide tracts of land they occupied constituted a district possibly measuring 60,000 acres cleared of pack flocks.

The distribution of pack flocks is thus discovered by evidence:—

In Strathglass, "no packs now."
Glen Cannich, "no packs for a long time back."
Strathconnan, "no packs here."
Achnasheen, "all have packs here."
Killilan, "Loch Alsh, small packs here."
Ballmacarra, "small packs here."
Skye (generally), "most but not all shepherds have small packs."

I think it will easily be proven that for the period 1853 to 1890 a money wage of 15*l.* to even 30*l.* a year was rather a downcome from what would have been the profits of a pack flock of 60 or 70 sheep.

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Reduced profits from pack flocks.

117. The following table shows the value of high-class hill sheep for the last 40 years.

Years.	Period.	Average Price of Top Lambs.	Average Price of Dft. Ewes.	Average Price of Wool per Stone of 24 lbs.	Totals.
		s. d.	s. d.	s. d.	£ s. d.
1853 to 1863 -	10 years	10 $6\frac{4}{10}$	20 $7\frac{1}{2}$	33 $6\frac{4}{10}$	3 4 $8\frac{4}{10}$
1863 to 1873 -	10 „	10 $9\frac{4}{10}$	23 $0\frac{4}{10}$	39 $5\frac{4}{10}$	3 16 $9\frac{4}{10}$
1873 to 1883 -	10 „	13 $0\frac{4}{10}$	29 $10\frac{1}{2}$	30 $9\frac{4}{10}$	3 13 $8\frac{4}{10}$
1883 to 1890 -	8 „	13 $2\frac{1}{2}$	27 0	21 $7\frac{1}{2}$	3 1 $10\frac{1}{2}$
1890 to 1893 -	3 „	7 6	15 2	19 6	2 2 0

In a pack flock numbering 70, 56 would be ewes bearing lambs and 14 ewe hoggs to replace the annual draft. From 56 ewes there would be 45 lambs, 30 of which would be sold, and 15 (one in excess of the number required to replace the draft ewes sold) kept.

The sales and prices realised between 1853 and 1890 would, on the average of the prices in the above table, have been—

	£	s.	d.	
30 lambs at 11*s.* 6*d.* -	17	5	0	
14 draft ewes and 1 draft gimmer at 26*s.* -	19	10	0	
11 stones wool at 31*s.* 4*d.*	17	4	8	
				£53 19 8

Equal to 15*s.* 5*d.* per sheep.

For the three years 1891, 1892, 1893 the same sales would produce—

	£	s.	d.	
30 lambs at 7*s.* 6*d.* -	11	5	0	
14 draft ewes and 1 draft gimmer at 15*s.* 2*d.* -	11	7	6	
11 stones wool at 19*s.* 6*d.*	10	14	0	
				£33 6 6

Equal to 9*s.* 6*d.* each per sheep.

NOTE.—These figures are merely comparative. In above table the prices of top or best lambs alone are given, and out of 30 not more than 19 or 20 would go into a top lot.

A fair commutation for a pack flock of 70 would, *at present prices*, be 28*l.* in money, this being 70 sheep at 8*s.* The evidence given by a shepherd still in possession of a large pack flock (App. B. II., No. 1) returns the average profits since 1890–91 at 27*l.* 13*s.* 8*d.*, and this figure as the result of absolute experience, takes account of all death and casualty. The only instance of a money wage bearing close relationship to the profits from an old-fashioned pack flock that I heard of, was on a large pastoral farm, now in the proprietor's hands, and there the average wage was stated by the head shepherd to be 28*l.* in money and all the perquisites given in the district—two cows and one follower, food at handlings, oatmeal, potato land, peat, and cartage, braxies, and free house.

The returns from a highland pastoral farm have, according to the table and estimates given above, fallen 38·2 per cent. in value since 1890.

Wages and earnings of married shepherds.

118. All married shepherds have free houses. Some of them are excellent, some middling, and some execrable.

All have cows. Two is the general number, and in addition liberty is given to keep one calf till it is a year old. When either the cow is falling off in its milk or otherwise degenerating, the shepherd keeps over a heifer calf till she can go "to profit." On poor exposed land Highland cows are kept, but many have shorthorns, or shorthorn crosses or Ayrshires.

At Killilan I looked into the milk cans of two shepherd's wives, and was astonished by the large quantity of milk derived from such rough looking pasturage. Some herds valued the keep of a cow as high as 8*l.* or 8*l.* 10*s.* a year, but their cows were of good quality and running on valley pasture.

The cows graze on the master's land. Winter food consists generally of hay, either supplied by the master or grown on the croft and saved by the herd in his employer's time. Shepherds who live near the farm buildings generally have a stall in the master's byre, and take all the hay they require from the common hayshed. "Outby" herds have cow byres either attached to or beside their cottage, and there the animals stand over winter. The manure made is used for the potato land in the croft or small field near by.

Potato and croft land.

119. "Inby" herds do not always have croft land, but they get a bit of *potato land* beside the master's. The men supply the seed, plant the sets, clean the drills, and lift the crop; the master does the rest. "Outby" herds are differently situated. Their potato land is part of the croft. It is worked by the master or by the servant in the master's time. From one to two roods are planted. When only one cow is kept the quantity of farmyard manure may be insufficient, under these circumstances an allowance of Peruvian guano or some suitable artificial manure is given. (*See* Appendix .II. B. No. 2.)

Oatmeal.

120. The quantity of oatmeal given varies from $6\frac{1}{2}$ bolls (65 stones) to 7 bolls (70 stones). In some instances (*see* Appendix B. I., No. 1) no meal is given, but these appear to be very rare.

Food at handling times.

121. At "handling times," that is, at clipping, dipping, lamb cutting, and marking and speaning, or whenever the herds meet at the fanks for any work which prevents them getting home to meals, *food*, consisting of breakfast, dinner, and supper is supplied by the employer.

A substitute in the shape of an extra allowance of oatmeal is not unusual. The herd or herds living nearest to the fanks is or are given from 6 to 7 bolls extra, and he or they feed the others.

The system is well explained by a large sheep farmer in Inverness, who says:—

"The man nearest the fank feeds those working there. He gets as much meal as necessary to do so, say 6 to 7 bolls, and I always kill a sheep at big handlings and send the mutton to the fank house."

This evidence worked out in figures fits in with the valuation of 1*s.* per day for food.

The gentleman employs eight regular herds and one orra man for the handlings.

	£	s.	d.
$6\frac{1}{2}$ bolls meal at 1*s.* 9*d.* - -	5	13	9
4 sheep killed at 1*l.* - - -	4	0	0
	9	13	9
9 men for 20 days at 1*s.* per day	9	0	0
Food for dogs at work - -	0	13	9

Peat for firing.

122. Peat is cut, dried, and stacked or stored for fuel. The cutting is done by the shepherd, the various operations of "footing," "turning," and "refooting" by the shepherd and his family or by the wife and children, the stacking with the aid of a horse from the employer or purely by carriage in creels. Where carting is done free of charge the perquisite is of considerable value.

In Skye the general custom seems to be to stack the peat on the bog and carry it in as required. I noticed the same thing on the mainland at times. All work done by the shepherd is in his master's time.

Braxy mutton.

123. Braxy or fallen mutton. The shepherd gets the carcases of such sheep as fall on his hirsel. Anything fit for consumption his wife salts and hangs up.

No figure is put upon liberty to keep pigs and poultry, nor upon gratuities received from shooters in my estimates.

Brock wool.

124. Any broken wool found by the herd on the hill or hanging to bushes or rocks along the burns or cleuch sides, the herd may collect and keep. On some farms a good deal is made of this "brock wool." The wives scour and spin it on their wheels, afterwards either selling it or getting it woven into cloth. Formerly hand looms were numerous in the district, but now I believe the weaving is done about Paisley or Glasgow.

In the collection of evidence on the subject of wages and earnings, everything of value to the servant was noted down at what it was stated to be worth to him or what would have been paid for it if bought in the market.

Oatmeal of good quality can hardly be purchased at 1*s.* 9*d.* per stone in the remote parts of this district, but as shepherds were unable to assist me towards the actual value, I adhered to a moderate figure, 17*s.* 6*d.* per boll, equal to 1*s.* 9*d.* per stone all round.

Total annual earnings of married shepherds.

125. By reference to Appendix B. I., it will be seen that the annual wages and earnings of a regular resident experienced married shepherd vary from 51*l.* 2*s.* in the Island of Skye to 58*l.* 11*s.* 9*d.* on the mainland.

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A fair average will be 54*l.* 10*s.*, equal to close upon 21*s.* per week, and this is if anything rather above Breadalbane figures.

Exceptional wages.

126. In Appendix B. II., there are two curious specimens of very high and very low wages.

No. 1 includes a large pack flock.

No. 2 refers to an inferior shepherd under a not over liberal master. This herd was formerly a coachman and cannot be classed as a trained and expert shepherd.

Proportion of kind to total earnings.

127. The percentage of perquisites or payments in kind in total earnings varies from 51·1 to 65·8. Where the large pack flock still continues it rises to 78·7.

If the information with regard to a shepherd's wages and earnings in Sutherland (App. B. III.) supplied by a gentleman who employs 22 shepherds on his Sutherland farms, be correct, there is a wide difference between that county and the district with which we are dealing. The 30*l.* money wage paid in Sutherland is a liberal substitute for a large pack flock. The keep of the horse requires an explanation which I unfortunately cannot supply. But even deducting it from the account, the fact remains that this particular employer is paying 16·8 per cent. above the average wage in South Ross and North Inverness.

Unmarried shepherds.

128. Unmarried shepherds either board and lodge in the farmhouse, board in the house and live in the bothy or live with the married shepherds. They differ in age and experience. Some are middle aged men in charge of a hirsel, others are young men who act as assistants and are more in charge of wethers than breeding ewes. In Appendix B. IV., four specimens of unmarried men's wages and earnings are given, and by reference thereto it will be seen that their remuneration varies from 35*l.* 4*s.* to 46*l.* 2*s.* per annum equal to 13*s.* 6*d.* to 17*s.* 8¾*d.* a week.

Orra shepherds.

129. There are two classes of "orra" or temporary shepherds.

1st. The men who go to the low country in charge of hoggs to be turnip fed. The number of sheep to one man is from 400 to 500 and the wage varies from 10*s.* to 13*s.* per week all found to 20*s.*, men finding themselves in food and lodging. But all carcases are at the disposal of the herd and as these amount to, on a fair average, 1½ to the score and may be valued at 1*s.* a piece all over, 1*s.* 6*d.* per week should be added to their wages.

2nd. Assistants at lambing time. These are frequently the same persons who have been in charge of the turnipped hoggs and have returned with their flock. The wages of lambing assistants run from 17*s.* 6*d.* to 21*s.* 1*d.* per week with board and lodging free.

Females employed at clippings.

130. Women are usually engaged to roll the fleeces at clipping time or mix the dip at dipping times. The general wage for such work is 1*s.* 6*d.* per day with food.

Head shepherds or stock managers.

131. The earnings of head shepherds or stock managers on large holdings run from 65*l.* to 80*l.* a year. They have the perquisites of an ordinary married shepherd and from 10*l.* to 26*l.* more money. On holdings where there are 8 to 10 hirsels, the manager's income will be fully 80*l.* a year. Many of the tenants in this district reside elsewhere. Mr. Brown, of Killilan, for example, lives in Dumfriesshire, and only pays occasional visits to Killilan. In such cases the manager has heavy responsibilities and is entitled to a large wage.

Servants on arable land.

132. Ploughmen are kept in some localities where the straths are wide and sheltered. Although the quantity of cultivated land may not be sufficient to keep a pair of horses constantly employed at tillage, there are numerous carting jobs for which they are required. At Appendix B. V., I give four examples of the wages and earnings of pastoral ploughmen, and from them we gather that such servants are worth from 44*l.* 2*s.* to 47*l.* 3*s.* per annum or 16*s.* 11½*d.* to 18*s.* 1½*d.* per week.

A day labourer receives in Glen Cannich, 3*s.* a day.
" " Strath Conan, 2*s.* with dinner, or 2*s.* 6*d.* no food.
" " Balmacarra, 2*s.* 6*d.* and dinner.
" " Skye, 2*s.* 6*d.* and dinner.
Women's day wages in Glencannich, 1*s.* 6*d.* a day.
" " Balmacarra, 1*s.* a day.
Women cottars in Skye, 1*s.* per day, free house worth 2*l.* a year, potato land worth 1*l.* 10*s.* and fuel carted.

Harvest wages are not general, but 6*d.* a day extra is given on some farms to men, whereas women get 6*d.* a day extra and food.

Piece-work.

133. The only piece-work now practised is the cutting of hill drains which are 15 inches deep and from 22 to 24 inches wide at the top, but tapering to 12 or 14 inches at the bottom. These drains are left open and at present are being cut for 6*d.* the 22 yards.

COTTAGE ACCOMMODATION.

General character of cottages.

134. The cottages erected within the past 20 years are very good and comfortable. They are constructed of good stone with slated roofs. Sometimes they are double storeyed. The attic above supplies two bedrooms, and downstairs there are the kitchen and bedroom. A pantry or storeroom opens either off the kitchen or the passage. The attic walls are frequently rather low, but the ceilings are "rendered" and ceiled, so that the apartments are quite comfortable. Most of the cottages, however, are single storeyed and contain the kitchen and either one or two bedrooms. Boxbeds are in most kitchens. Every house has its store closet. Sometimes the roofs are spouted, sometimes not. Outhouses for cows and peat are attached to most houses. The cow-houses are frequently wooden walls with thatch wooden, or iron roof. Privies are very rare. A pigstye forms one of the outhouses.

Shepherds' houses are conveniently situated for the men's work.

Some of the cottages are of the olden type and very bad. One which I visited in Skye was a wretched place. The roof was not watertight, the chimney did not draw, the rooms were open to the thatch, the floor was beaten soil and full of heights and hollows, the windows were mere peepholes, and the doors so low that I had to stoop down to get inside. The family huddled up at night in one end of the house, leaving the other to the poultry.

There is an abundant supply of spring and burn water within easy reach of all shepherds' cottages. The shepherd sits rent and tax free.

GENERAL RELATIONS BETWEEN EMPLOYER AND EMPLOYED.

General remarks.

135. By both parties the relations are stated to be most friendly. Mutual confidence and sympathy prevail. No complaints are made by either party, the shepherd is contented with his wages and the master satisfied with the return he gets in the shape of work and attention to his stock. The men express themselves as sorry for their employers in these depressed times, and so far as I could judge it has never crossed the mind of the master to recoup himself in any way at the expense of the shepherd.

Even the ploughmen stay better and give less trouble in the pastoral district than they do in the arable country. No grievance of any kind was submitted to me. The question of long hours is not taken up by shepherds. They own that although at certain times they have very long days, at others they have a great deal of leisure time. Even at the busiest times they regulate their own hours.

Benefit societies are not patronised and the remoteness of the district and sparseness of the population forms a barrier to social clubs or gatherings of any sort.

GENERAL CONDITION OF AGRICULTURAL LABOURERS.

Increase in wages.

136. Within the last 20 years the wages of shepherds have increased from 3*l.* to 7*l.*, but the decreased profit from the pack flock, where such exists, must be deducted before the true position can be ascertained. Compared with 40 years ago a rise of 50 per cent. in money is admitted by shepherds themselves.

No increase in quantity of work.

137. The size of hirsels has not generally changed within recent years, but some exceptional cases were mentioned of a decrease in the number of sheep to shepherd. Prior to the introduction of the improved Cheviot, the credit of which is generally assigned to the late Sir John Sinclair, the native sheep were small and of little value. One shepherd was expected to look after from 1,000 to 1,300 of these. The size of hirsels (*see* paragraph 12) has been greatly reduced since those days, although it does not of necessity follow that the duties of attendance are less arduous.

Independence and contentment.

138. The position of the shepherd continues to be one of considerable independence, and although he has heavy responsibilities and many days and nights of

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anxiety, still the trust that is reposed in him and the importance of his office combine to give him a lasting interest in his situation and attachment to his mountain home. All over this district, I found contentment among shepherds.

While many feel the effects of cheap sheep and wool upon their income, all appeared to have deep sympathy with their employers, and not a word was said which could be taken as signifying discontent.

Cheaper food.

139. Articles of food, such as groceries, are cheap now to what they have been, and facilities for obtaining supplies are numerous and at hand. The west coast and island of Skye are supplied by the Glasgow steamers, while the Dingwall and Strome Ferry Railway traverses the country from west to east. Grocers' carts pay weekly visits even to the most remote glens, selling their wares at reasonable prices.

No attempt to save money, to the uttermost.

140. As has been related of other branches of agricultural labour, the improvement in wages and earnings has not produced a proportionate saving of money. Shepherds as a class are shrewd and cautious, but there is not among them much inclination to save to the uttermost.

They lay aside a little, it is said, and do not get into debt, but they make no concealment of the fact that besides having far better houses than they were accustomed to in their younger days, they spend more on food and dress.

I do not think it could be said that shepherds were improvident or spendthritts, but they are not misers. Many of them have given their sons first-class educations and started them well in life.

Improvement in dress.

141. The dress of the women is much more costly than formerly. To use the expression of a herd "the lassies wear laced petticoats where plain ones used to do." The same is true of the men. Knickerbockers on week days, kilts or trousers on Sundays are the fashion.

Decrease of intemperance and immorality.

142. Everywhere testimony is borne to a marked decrease in intemperance and immorality. During the time I spent in this part of Scotland I saw only one tipsy man and he hailed from Lancashire. The Rev. Mr. Galbraith, Free Church Minister at Lough Alsh, said:—

"Illegitimacy is very rare here. I hardly know of a case. My first charge was in Raasay, just off Skye, where I lived for 20 years. I know of no more than three cases of illegitimacy, and all them happened away from home. There are very few 'unclean marriages' (marriages to cover shame)."

Education.

143. With reference to education at the present time, the same gentleman thinks, "Education now is not of "so good quality as formerly. A tendency to *cram* "set in, but it is rather lulling down again. There is "a decrease in *standard* work, which I think is an improvement."

Free education does not seem to have increased the attendance at school. Mr. Galbraith thinks that "what "is given gratis is less appreciated, so the education "is less valued." School boards who know the long distances that children have to walk and the hardships they have to endure in bad weather, are not overstrict in enforcing attendance.

Absence of poverty, and general prosperity.

144. Among the agricultural labourers extreme poverty is very uncommon, and the general surroundings and appearance of the cottages and their inmates betoken health and plenty. These two blessings compensate for the lack of society, which must be a feature of shepherd life in this wild though beautiful country.

As an example of the different ideas of the older and younger generations, it was stated to me by a shepherd of about 50 years old that "when he wanted to see his "relations in the town he walked across the hill, ten "or a dozen miles, but his son and daughter would'na "walk, they rode on the mail car."

In all my interviews with shepherds and their employers I was met with a kindness and courtesy for which I now return my best thanks.

The system of boarding out pauper children with relation to the future supply of agricultural labourers.

145. Before bringing this Report to a close, reference must be made to an important work now being carried on in this and other parts of Scotland by the Parochial Board of the Barony Parish of Glasgow. To Mr. James R. Motion, Inspector to the Board, whom along with Messrs. Brand and Sterrat, visiting managers, I had the pleasure of meeting in the north, I am indebted for the following information:—

The depopulation of rural districts all over Scotland and the drifting into towns of agricultural labourers has produced a twofold misfortune—scarcity of farm labourers in rural districts and congestion and pauperism in our great labour centres.

The idea of sending back to the country the children of those who had originally migrated from it, appears to date back to the year 1845 when by the rules and regulations for the management of Poor Houses (Poor Law Amendment Act) it was provided that "the House "Committee shall determine what poor children, "admitted to the Poor House, shall be boarded out, and "shall see that such as are so boarded out are placed "with proper persons, and that their education is properly attended to, and that they are trained to habits "of industry."

The system of boarding out pauper children seems to have steadily increased in volume and favour, and in 1888 it was officially announced that "the boarding "out system was everywhere in use throughout "Scotland, and it must now be admitted by even "sound economists that in Scotland at least, the "system had worked well."

At the present time the Barony Parish of Glasgow has 450 children thus boarded out in various country districts of Scotland. Thirty-four of these are located in the Beauly, Kiltarlity, and Eskadale district, and to them the report by the visiting managers directly refer (*See* App. C.)

Mr. Motion, Inspector, stated as follows:—

"The officer appointed by the Board of Supervision thought the Barony Parish had overdone the system. An inquiry was instituted, and we found that the children so transplanted were becoming good farm servants. Those located in Beauly district are the pauper children of Barony Parish, orphans or deserted, who are supported by the poor rates, and the boarding out system is simply boarding the children with small farmers who practically adopt them and are paid by the Parochial Board for so doing, until the children attained the age of 14 years."

The responsibility of the Board then ceases, but they would again become liable if at any time the children needed parish relief before acquiring a new settlement according to law. On the expiration of the recognised term of boarding out, these children become the recipients of a wage of 9*l.* a year and board from the former guardians.

This, I believe, admirable system of relieving poverty and providing a supply of farm servants appears to me to be a matter worthy of encouragement. Farmers are loath to revert to the farm kitchen system, but they must swim with the tide, or bears the consequence.

All over Scotland the ranks of agricultural labourers are being thinned down by migration or emigration, and if they may be filled up again by the adoption, on the old farm kitchen system for a few years, of the decendants of those whose departure from the country originally gave rise to scarcity of labour, the employer now ready enough to complain of scarcity should be the first to acquiesce in the arrangement.

History often repeats itself. In the Lothians we hear of the abolition of agricultural labourers' apprenticeship. Here, in the north, we have agricultural apprenticeship emanating from pauperism among town labourers, appearing in the very heart of arable farming, and with every prospect of successful extension.

I have the honour to be,
Your obedient servant,
(Signed) R. HUNTER PRINGLE,
Assistant Commissioner for Scotland.

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APPENDIX A.

EXTRACTS from CENSUS showing DECREASE in POPULATION 1871 to 1891.

Name of Parish.	Acreage.	Population.			Decrease in 20 Years.	
		1871.	1881.	1891.	No.	Per cent.
INVERNESS Co.:—						
Kilmorack	142,909	2,728	2,618	2,224	504	18·4
Strath and Sleat in Skye	111,370	4,687	4,552	4,091	596	12·7
Ross Co.:—						
Contin	179,276	1,550	1,422	1,298	252	16·2
Urray, Pt. of	73,290	2,378	2,440	2,162	116	5·0
*Loch Alsh	49,532	2,276	2,030	1,851	425	18·7
Loch Carron	81,448	1,629	1,456	1,390	239	14·6
*Kintail	77,441	751	688	588	163	21·7
Total	714,266	15,899	15,206	13,604	2,295	14·4

* Mainland and rural.

APPENDIX B.

WAGES AND EARNINGS IN PASTORAL DISTRICT.

INDEX TO APPENDIX B.

B 1. Ordinary Earnings of Married Shepherds.
B 2. Exceptional Cases, High and Low.
B 3. Specimen from Sutherlandshire.
B 4. Earnings of Single Shepherds.
B 5. Earnings of Ploughmen.

APPENDIX B 1.

Strath Glass, Glen Cannich, Glen Affric, Glen Strath Farrar.

No. 1.—EMPLOYER'S EVIDENCE.

	£	s.	d.
Cash	20	0	0
Free house	4	0	0
Keep of two cows	11	0	0
Do. of two followers	4	0	0
Oatmeal, 70 stones at 1s. 9d.	6	2	6
Extra meal or food at handling times, 20 days	1	0	0
Peat, cut and saved in master's time and carted by him	3	0	0
Braxies, 10 at 6s.	3	0	0
Potatoes, either croft land and tillage or one ton	2	10	0
	£54	12	6

Percentage value of perquisites, 68·6.

No. 2.—SHEPHERD'S EVIDENCE.

	£	s.	d.
Cash £20 to	24	0	0
Free house	4	0	0
Keep of two cows	12	0	0
Do. of one follower	2	10	0
Oatmeal, 70 stones	6	2	6
Food at handling	0	12	0
Peat, little or no cartage	1	10	0
Braxies, seven or eight, say seven at 5s.	1	15	0
Croft land and horse labour, say	3	0	0
£51 9 6 to	£55	9	6

Percentage value of perquisites, 56·7.

Strath Conan and Glen Uiag.

No. 3.—EMPLOYER'S EVIDENCE.

	£	s.	d.
Cash	22	0	0
Free house and garden	5	0	0
Keep of two cows	10	0	0
Do. one heifer calf	1	0	0
Potato land, horse work, and time given	3	0	0
Peat, cut and saved in master's time and carted by him	3	15	0
Braxies, eight at 5s.	2	0	0
Oatmeal, seven bolls at 17s. 6d.	6	2	6
10 days' food at handlings, at 1s.	0	10	0
	£53	7	6

Percentage value of perquisites, 58·7.

No. 4.—SHEPHERD'S EVIDENCE.

	£	s.	d.
Cash £20 to	22	0	0
Free house and garden	5	0	0
Keep of two cows, Do. one follower } Valued at	18	0	0
Potato land, half acre, horse work and time given	3	0	0
Free firing, worth 1s. per week	2	12	0
Braxies worth	0	15	0
Oatmeal, seven bolls	6	2	6
Food at handlings	0	10	0
£55 19 6 to	£57	19	6

Percentage value of perquisites, 64·2.

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Loch Alsh, Glen Elchaig, and Balmacarra.

No. 5.—EMPLOYER'S EVIDENCE.

	£	s.	d.
Cash	22	0	0
Free house and garden	4	0	0
Straw for pig	0	6	0
Keep of one cow, which runs in summer and is housed in winter along with master's	7	10	0
Oatmeal, 65 stone	5	13	9
Food at handlings, five days at 1s.	0	5	0
Potato land and labour	3	0	0
Peat, cut, saved, and carted	3	9	0
Braxies, eight at 6s.	2	8	0
Pack flock of 15 sheep, average profit 8s. per sheep	6	0	0
	£54	11	9

Percentage value of perquisites, 59·7.

No. 6.—SHEPHERD'S EVIDENCE.

	£	s.	d.
Cash on an average	20	0	0
A good new house and garden	5	4	0
Keep of two cows at 5l. 10s.	11	0	0
Keep of one follower	1	15	0
Oatmeal, 65 stones at 1s. 9d.	5	13	9
Food at handlings, 34 days at 1s.	1	14	0
Potato land, or two tons at 2l. 10s.	5	0	0
Peat, 13 days at 3s.	1	19	0
Cartage of Peat, 18 tons at 1s. 8d.	1	10	0
Braxies, eight at 3s.	1	4	0
Pack flock of nine sheep, average profit, 8s. per sheep	3	12	0
	£58	11	9

Percentage value of perquisites, 65·8.

Island of Skye, Southern Division.

No. 7.—SHEPHERD'S EVIDENCE.

	£	s.	d.
Cash	23	0	0
Free house, slated	4	0	0
Keep of two cows and two followers	12	0	0
Oatmeal, none.			
Food at handlings:—			
Clipping - 5 days.			
Dipping - 5 „			
Speaning - 2 „			
Lamb marking, 1 day.			
13 days at 1s.	0	13	0
Potato land and labour, sometimes commuted for	4	0	0
Peat cutting and saving, no carting	1	10	0
Braxies, five at 3s.	0	15	0
Carried forward	45	18	0

	£	s.	d.
Brought forward	45	18	0
Pack flock of 12 sheep, value of sales 1890, 1891, 1892:—			
Six lambs at 10s.	3	0	0
Two cast ewes, at 15s.	1	10	0
Two stones of wool at 12s.	1	4	0
	5	14	0
Less risk at 10 per cent. on 12l.	1	4	0
	4	10	0
Dinner during lambing season, 28 dinners at 6d.	0	14	0
	£51	2	0

Percentage value of perquisites, 55·0.

APPENDIX B 2.

EXAMPLES OF HIGH AND LOW WAGES.

No. 1.—HIGH WAGES, SHEPHERD'S EVIDENCE.

	£	s.	d.
Cash	16	0	0
Free house, thatched	3	0	0
Keep of two cows on good land, and one follower	17	0	0
Oatmeal, seven bolls at 17s. 6d.	6	2	6
Food at handlings, 10 days at a 1s.	0	10	0
Potato land, labour supplied by employer	2	8	0
Cartage of peat	1	0	0
Braxies, two at 5s.	0	10	0
Pack flock of 70 sheep, average profits for last three years	27	13	8
	£74	4	2

Percentage value of perquisites, 78·7.

No. 2.—LOW WAGES, SHEPHERD'S EVIDENCE.

	£	s.	d.
Cash	18	0	0
Very bad house	2	0	0
Grass of one cow on hill	3	0	0
Grass of one calf during summer	0	5	0
Oatmeal, 6½ bolls at 17s. 6d.	5	13	9
Food at handlings, 18 days at 1s.	0	18	0
Croft land, worked in master's time, rent free; two cwts. of Peruvian Guano given; 1½ tons of hay; three roods potatoes; estimated value	7	4	0
Peat, two days' labour at 2s. 6d.; no carting	0	5	0
Braxies, five at 4s.	1	0	0
	£38	5	9

Percentage value of perquisites, 51·8.

APPENDIX B 3.

SPECIMEN OF SHEPHERD'S WAGE IN SUTHERLANDSHIRE.

	£	s.	d.
Cash	30	0	0
Free house and garden	4	0	0
70 stones of oatmeal at 2s.	7	0	0
Keep of two cows and one follower	16	0	0
Potato land and labour	2	10	0
Peat saved in employer's time	2	0	0
Food at handlings, 24 days at 1s.	1	4	0
Braxies, five at 4s.	1	0	0
Keep of a horse	5	0	0
	£68	14	0

Percentage value of perquisites, 56·3.

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APPENDIX B 4.

WAGES AND EARNINGS OF SINGLE SHEPHERDS.

No. 1.

	£	s.	d.
Cash	23	0	0
Keep of one cow	5	0	0
Food at handlings	0	13	0
Potatoes	1	0	0
Braxies, five at 3s.	0	15	0
Pack flock of 12 sheep	4	16	0
	£35	4	0

No. 2.

	£	s.	d.
Cash	20	0	0
Keep of one cow	5	10	0
Food at handlings	1	14	0
Potatoes	1	5	0
Oatmeal, 65 stones at 1s. 9d.	5	13	9
Braxies, eight at 3s.	1	4	0
	£35	6	9

No. 3.

	£	s.	d.
Cash	24	0	0
Board and lodging, 52 weeks at 8s. 6d.	22	2	0
	£46	2	0

No. 4.

	£	s.	d.
Cash	18	0	0
Board and lodging	22	2	0
	£40	2	0

APPENDIX B 5.

WAGES AND EARNINGS OF PLOUGHMEN.

MARRIED MEN.

No. 1.—In Glen Cannich.

	£	s.	d.
Cash	28	0	0
Free house	4	0	0
Seven bolls of meal	6	2	6
Potato land, 420 yards of a drill	1	1	0
2d. worth of milk all the year round	3	0	10
Two tons of coal, and carted from Beauly, at 37s.	3	14	0
	£45	18	4

No. 2.—In Skye.

	£	s.	d.
Cash	£30 to 32	0	0
Free house	4	0	0
One cow and follower	8	0	0
Potato ground, worked by employer	2	15	0
Cartage of fuel, two tons of coal, two miles	0	3	0
Cartage of peat, quarter of a mile	0	5	0
No meal.			
	£45 3 0 to	£47	3 0

SINGLE MEN.

No. 4.—In Glen Cannich.

	£	s.	d.
Cash	24	0	0
Board and lodging	22	2	0
	£46	2	0

No. 5.—In Strath Conan.

	£	s.	d.
Cash, 16s. per week	41	12	0
Potato land, worth	2	10	0
	£44	2	0

APPENDIX C.

COPY OF REPORT ON BOARDED-OUT CHILDREN BY VISITING MANAGERS OF BARONY PARISH.

1892.

Beauly, Eskadale, and Kiltarlity.—Visitation Report (No. 9748) by Messrs. Brand and Calderwood, submitted as under:—

"Your reporters commenced this visitation on Tuesday, 16th August, and during that day visited all the houses except one, which was visited on Wednesday morning before the deputation left. They visited 29 houses where children are boarded and saw 34 children. Both children, guardians, and homes are all that could be desired. The people seem to be an industrious and well-doing class of small farmers, who, owing to the migration of the population, are now in want of sufficient labour for their own district; so that for some time to come, at least, there is no fear that the children sent will not be absorbed into and form part of the native population. Several of the children off the roll are employed already in the district. In the case of an Isabella Fraser, a guardian, two girls, Chapman, now off roll, brought up by her, one is in service in Stratherrick, and the other with the gardener at Beaufort Castle. The latter sees her late guardian weekly, and lately brought her a present of tea. Your reporters would therefore recommend that this district should be made full use of for as many children as can be provided with suitable guardians; and, with the aid of the schoolmaster and others for Protestant children, and the two Catholic priests for Catholic children, who all have undertaken not only to recommend guardians but to keep an eye on the children sent; it is believed a good many more still can be boarded in this district, which includes Beauly, Eskadale, and Upper Strathglass."

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ROYAL COMMISSION ON LABOUR.

THE AGRICULTURAL LABOURER.

SCOTLAND.

A. I.—SUMMARY REPORT

BY

MR. EDWARD WILKINSON
(ASSISTANT COMMISSIONER).

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THE AGRICULTURAL LABOURER.

A.—I.—SUMMARY REPORT.

To GEOFFREY DRAGE, Esq., Secretary,
Royal Commission on Labour.

10, New Square, Lincoln's Inn, W.C.,
May 24, 1893.

SIR,

1. The district visited by me in Scotland not being of great extent, being limited to the counties of Berwickshire and Roxburghshire and the hill districts of Selkirkshire, Peebleshire and Dumfriesshire, I have not the materials for sketching in anything but the barest outline contrasts in connexion with farming operation and the condition of the agricultural labourer in such Scotch district and in my English district, in which district were comprised the counties of Lincolnshire, Yorkshire, and Staffordshire. Possibly, however, the following few remarks may be thought of use as a sort of introduction to my reports as a whole.

2. Everywhere there has been a certain amount of reduction of labour, the result in part of the introduction of improved machinery, but in greater measure resulting from the diminution in the growth of cereals. In Scotland there has not been so much laying down of land in permanent pasture as in England, where much of the heavier clay, especially in Yorkshire, has been so treated, but as regards labour, an almost similar result is arrived at in Scotland through the practice of leaving seeds to stand for three or more years. The reduction has not, on the majority of the bigger farms, proceeded to the point of being detrimental to the land, and it has been more than met by migration, so that hands are nearly everywhere scarcer than they used to be.

3. In both England and Scotland the custom of yearly engagements is common, but it prevails more in the latter, so much so that almost all the regular staff of a farm there may be regarded as so engaged. For all such servants the work is continuous, but there is the difference that in Scotland the wages are upstanding and paid in spite of absence through illness, while such a rule does not prevail in England. By custom which, in the absence of contract to counteract it, is, I am told, recognised as law, an absence of six weeks through illness is allowed in Scotland without any deduction being made from the wages, and in practice longer periods are often allowed.

It is doubtless owing to the wages being upstanding that farm servants in Scotland are very seldom members of any benefit society, while the majority of them are members of some society in England.

4. The custom of having women workers for farm work which prevails in Scotland is one which, though known also in the North of England, is not found in the district of England visited by me, or, if found, is on quite a different footing. Many women take work in Holbeach in connexion with the potato-growing industry, but it is only day-work or piece-work, and many anywhere will help in harvest-time, but one nowhere finds women engaged for farm work as in Scotland by the year. They are either engaged directly by the farmer and take a house from him as part of their wages, or, more often, are engaged indirectly, a relative generally, their father engaging with the farmer to supply them as workers. For such women the understanding is that wages are not paid for days on which work is missed, so that though the work is practically continuous absence owing to ill-health may cause cessation of pay.

5. This custom of having women workers tends to keep families together, an advantage in more ways than one, but there is a disadvantage about it so far as it tends to cause families to flit. A man with a family growing up often seeks a new place from no dissatisfaction with his present place, but from desire to find a place in which there may be room for a son able to take a pair of horses and so to earn full pay, or for a daughter wanting an engagement as worker.

6. There is not much difference as regards the number of hours worked, but it seems rather less in Scotland than in England. Two hours is a common break in the middle of the day in the former as against one in the latter, and in the hill districts, especially those of Dumfriesshire, the day not seldom commences at 7 instead of at 6 a.m. Though this is generally accompanied by a reduction of the break at midday to an hour and a half, it leaves the day a shorter one there than in the neighbouring counties.

7. After all allowance is made for differences of soil, it would still appear that farms in Scotland are worked with a smaller staff than in England. A pair of horses,

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which implies one ploughman or horseman, according to the nomenclature used, to every 20 acres of roots, that is to say, to every 100 acres of arable (worked on the five years' course) is a common calculation in the former. Few farms in England would be worked so economically. I allude to this point in my report on Berwickshire and Roxburghshire, and, in addition to reasons suggested there, would point out that the smaller proportionate area in Scotland cultivated for cereals saves horses and labour, not only in respect of the cultivation itself, but in the carriage of the corn to railway stations or wharves, and that the water-power available on so many farms in Scotland for threshing, chaff-cutting, and many other purposes also effects a great saving of horses and labour.

8. The cottages for the regular staff of the farm almost invariably go with the farm in Scotland and are given rent free to the men. The case is much the same in England as regards men hired by the year, though it is not uncommon for the men there to pay the farmer a small rent. A majority of the men in England are, however, engaged by the week and live not on the farms but in villages where they hire their houses of independent owners. Gardens are generally smaller in Scotland than in England, but as in the former the custom prevails of giving so much potato ground or so many bushels or other measure of potatoes, and also in many cases the keeping of a cow, the labourer has no need in the former country for a large garden, and for the same reason, and also because he is engaged for the year and has an upstanding wage, he has no need of an allotment.

9. On the whole the relations existing between the farmers and their men are perhaps rather more uniformly cordial in Scotland than in England, but I think this is mainly to be ascribed to the fact that there is less catch or casual labour employed in the former, and to the family system alluded to in paragraph 4. A man with his family about him, and where a comfortable income is earned by their joint efforts, is likely to be happy and contented, and the small number of outsiders required diminishes the chance of getting ill-conditioned loafers on the farm, men who, at heart dissatisfied with themselves, find their poor solace in imagining grievances and trying to make others as discontented as themselves.

10. On the whole I should say that the farm servant is at present better off in Scotland than in England. Whether paid all in cash or partly in kind or by way of allowances, his wages are as a rule somewhat higher and, being sure of them whether well or ill, he is relieved from any great anxiety as to the future as well as from the necessity for making provision for that future by subscribing to clubs to the diminution of his income.

I have, &c.

EDWARD WILKINSON,
Assistant Commissioner.

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ROYAL COMMISSION ON LABOUR.

THE AGRICULTURAL LABOURER.

SCOTLAND.

REPORT

BY

MR. EDWARD WILKINSON
(ASSISTANT COMMISSIONER),

UPON THE

HILL DISTRICTS OF SELKIRKSHIRE, PEEBLES-SHIRE, AND DUMFRIES-SHIRE.

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THE AGRICULTURAL LABOURER.

To GEOFFREY DRAGE, Esq., Secretary,
Royal Commission on Labour.

10 New Square, Lincoln's Inn, W.C.
10th May 1893.

SIR,

1. I have the honour to present this report on the hill districts of Selkirkshire, Peebles-shire, and Dumfries-shire.

Report on hill districts of Selkirkshire, Peebles-shire, and Dumfries-shire.

2. These three counties adjoin one another. Peebles-shire is the most northerly one. It is bounded on the south in part by Dumfries-shire, and in part by Selkirkshire, which latter county also bounds it on much of its eastern frontier. The boundary line between the three counties is marked by high hills, some of the highest, indeed, in South Scotland, and often called the Southern Highlands. The hills do not extend more than about 10 miles into Dumfries-shire, which county afterwards becomes much more level, but though the hills in the other two counties generally decrease in height, with distance from the high frontier ranges, both these counties remain thoroughly hilly. Among the highest frontier hills are Ettrick Peak, 2,269 feet, between Selkirkshire and Dumfries-shire, Whitecomb Edge, 2,695 feet, and Hart Fell, 2,681 feet, between Peebles-shire and Dumfries-shire.

Relative position of the three counties.

3. Selkirkshire, or Ettrick Forest as it was at one time called, a small county of 166,524 acres, is, with the exception of a small portion near Galashiels, where it is crossed by the Tweed, practically comprised in the valleys of the Ettrick and Yarrow. The Yarrow unites with the Ettrick a short distance above Selkirk, and the blended rivers fall into the Tweed a short distance below that town. Ascending either valley from Selkirk we meet with the same physical features, high hills at first more or less clothed with timber, but gradually becoming more bare; here and there narrow fertile cultivated haughs along the banks of the rivers, but cultivation steadily decreasing as the altitude increases till, near the heads of both rivers and in the high grounds between them, the hills stand out in their natural nakedness, being covered only with grass, heather or moss, or, where too steep for vegetation, with rocks or the debris of rocks. In these upper parts of the county habitations are, as may be supposed, few and far between. According to the Ordnance Gazetteer, Yarrow parish contains 41,856 acres, mostly a sheepwalk, and Ettrick parish 42,682 acres, of which 100 are arable, 300 woodland, and 120 permanent grass, and the rest "a sheepwalk, wave on wave on "long green rounded hills feeding enormous flocks of "Cheviots."

Selkirkshire.

4. Peebles-shire or Tweeddale contains 226,899 acres, and has much the same characteristics. Its only level ground is in places along the banks of the Tweed, and it is said to have a higher average level than any other southern county. The Tweed rises in the hills between Peebles and Dumfries-shires, and flows northwards through the county, turning eastwards near Broughton and flowing past Peebles and Inverleithen into Selkirkshire. In this part of its course, the hills which shut in the valley are very soft and rounded in outline, and in many parts thickly covered with timber. Here and there cultivation advances a considerable distance up the sides of the hills, the same having been rendered possible during the present century, to a degree not known in earlier times, by the introduction of artificial manures, which can be spread on hill sides too steep to allow of farm yard manure being led up to them. High up the valley, timber and cultivation alike cease, as is the case in the Selkirkshire valleys. The high lying ground in the joint parish of Lyne and Meggett, which abuts on Selkirkshire, is perhaps the wildest in all this hill district. The name of Tweeddale is singularly appropriate to this county, as with the exception of the Meggett Water, which flows eastwards unto St. Mary' Loch in Selkirk-shire, and so helps to feed the Yarrow, all the streams are feeders of the Tweed.

Peebles-shire or Tweeddale.

5. Dumfries-shire contains 705,946 acres, and is therefore much larger than either of the counties just described. As said already, part of its northern boundary is formed by these counties, this boundary westwards of Peebles-shire being continued by Lanark-shire, which here sends down a long triangular projection into Dumfries-shire. The north-western portion of Dumfries-shire which thus lies to the west of this triangle, is known as Nithsdale, being watered by the Nith, which flows southwards past Dumfries. The next great valley eastwards is Annandale, or the Valley of the Annan, which rises in Hart Fell, and flows past Lockerbie and and Annan, and lastly comes Eskdale, or the Valley of the Esk, which rises in Ettrick Peak, and similarly flows southwards, after receiving in Eskdalemuir, a singularly lonely upland district, the tributary waters of the Black Esk, which rises between it and the Annan. The eastern boundary of Dumfries-shire is formed by Roxburghshire, and the hill farm of Howpasley, from the tenant of which, Mr. W. Oliver, I obtained information which helped me in my report on Roxburghshire, is, though lying in Roxburghshire, close to the point where that county, Dumfries-shire and Selkirkshire meet, and his information is equally applicable to the district more especially forming the subject of the present report.

B.—V. SELKIRK, PEEBLES, AND DUMFRIES.

Dumfries-shire.

6. The sheep reared on the hills are either Cheviot or black-faced. The latter are much the hardiest, and are generally found in consequence on the higher, coarser and poorer ground, where Cheviots would not thrive at all. In Selkirkshire one passes from the Cheviot into the black-faced country near the Dryhope farm in ascending the Yarrow and above Ramsaycleugh in the Ettrick Valley. It is less easy to define the limits in the other counties, as propinquity to the heads of the valleys is not the criterion. Thus in Tweedsmuir, Mr. Stoddart, of Oliver, keeps Cheviots on one farm, but on another which, though lower down the valley, comprises higher, coarser ground, he keeps black-faced, and so does Mr. Lindsay, of Stanhope, a farm also lower down the valley than Oliver. In fact, the black-faced prevail in the greater part of the Tweed valley, even down to the hills round Peebles itself. In Dumfries-shire Cheviots prevail near Moffat, and for about eight or nine miles up the Moffat Water, at about which point one comes in contact with the black-faced. The Eskdalemuir-sheep are mainly Cheviots.

The sheep are either Cheviot or black-faced.

7. The wool of the black-faced sheep is worth considerably less than that of the Cheviot or half-bred (cross between Cheviot and Border Leicester) sheep, that of these two being much the same. All has fallen much in value of late. Ninepence to 10*d.* per lb. is about the price for the wool of the latter, while that of the former is not worth more than about 5½*d.* per lb. The fleece of the Cheviot will average about 3½ lbs. in weight, that of the black-faced about 4¼ lbs., and that of the half-bred from 6 lbs. to 7lbs., while that of a three-quarter-bred sheep may run some 2lbs. higher. As said above, however, the flocks in this district are always either of black-faced or Cheviot sheep. The weight of the fleece is considerably affected by the washing. It is common not to wash the black-faced sheep, but, till lately, Cheviots were always washed.

Comparative weights and values of fleeces.

8. The usual name for a flock is a "hirsel." 30 to 40 score is an average size for a hirsel, though larger ones are frequently met with where the ground is extensive enough, but without allowing room for two hirsels. Thus one farmer has on adjoining hills a hirsel of 45 score Cheviots, and one of 65 score black-faceds, the latter an unusually large one. The shepherds' packs vary from 35 to 50 in number, 45 being the commonest number. The following are examples of sizes of packs:—In Ettrick 48 Cheviots, three extra being given for special remuneration; in Meggett 50 Cheviots and two packs of black-faced, each 45; in Moffat 45 Cheviots. The usual date for the commencement of lambing is the 18th April.

Sizes of flocks or "hirsels" and of packs. Usual lambing time.

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I. SUPPLY OF LABOUR.

No difficulty in getting shepherds. As regards other men, supply just sufficient.

9. There seems to be no difficulty in getting shepherds. As families grow up the young men take naturally to shepherding, being used to it from infancy and fond of the tranquil though somewhat lonely life, and of work which though always responsible, is for much of the year light rather than heavy. I heard once or twice in Dumfries-shire of difficulty in getting ploughmen, but there appears to be but little flitting among them, so that the occasions of farmers wanting to find fresh men are comparatively rare. Thus on one farm there have been only two changes among married ploughmen since 1857. Where there is so little arable land the demand for ploughmen is of course not great, and, on about 20 farms in one parish, there are only 20 married ploughmen, one to each farm. There is not very much demand for women workers. They are decidedly scarce.

Efficiency.

I heard no complaints of diminished efficiency, and several farmers were inclined to think that the efficiency of their men was above that of men in most districts.

II. CONDITIONS OF ENGAGEMENT.

Married men engaged by the year, single men by the half-year.

10. Shepherds and married ploughmen and cattlemen are always engaged by the year, and young single men, who, in Dumfries-shire at any rate, mostly live in the farmhouses (cases of a son living with his parents being the exception), are engaged by the half-year.

Work continuous.

The work is continuous for nearly all. Drainers and dykers are of course day men or else taken on for a particular spell of work, and another important class of men whose work is quite temporary are the lambers or lambing assistants, who are engaged for three or four weeks only. They are often men who do draining at other times. The principal hiring markets for Peeblesshire are Peebles and Biggar. The day for entering on a new place is the 28th May, some months, that is to say, after the hiring has taken place. There is another small hiring fair at Biggar in November for young men. The custom of hiring shepherds by character is becoming common now.

Hours of work.

11. Usual hours for ploughmen are from 6 to 11 a.m. and 1 to 6 p.m., but they tend to be less on the Dumfries-shire side, having on many farms been reduced of late years. On some farms the men do not go out till 7 a.m., and get back by 6 p.m. or leave the fields at 6 p.m., according to the custom of the particular farm. As the arable land is pretty certain to be close to the steading and cottages it makes little appreciable difference which rule is observed. The break in the middle of the day, when it does not begin till 7 a.m., is generally an hour and a half instead of two hours. More than one farmer thought that nine hours *in the field* would be a good time to adopt, and be productive of little loss to them, the existing nominally longer hours not in fact working out at over nine and a half hours.

III. WAGES AND EARNINGS.

Payment of shepherds by packs much less common than formerly.

12. A great change has come over the mode of payment of late years, one accelerated recently by the heavy fall in the value both of sheep and wool. Consequently though many shepherds are still in part paid by their packs, that is, by having a certain number or pack of sheep of their own pastured with the farmer's hirsel, cash wages in lieu of the pack are getting much more common, especially in Dumfries-shire. The upper parts of the Ettrick and Yarrow valleys and the Meggett valley are the parts where most packs are still to be found. Till lately the packs were very valuable, and the shepherds, who are almost always a thrifty quiet set of men, made very considerable savings. The packs do not cost them anything but the original purchase money, the sheep being entirely blended with the farmer's, fed, clipped, and sold with them, and no contribution being expected from them if it is necessary to buy hay in the winter. Some farmers in Ettrick, in order to enable their shepherds still to keep their packs and have enough to live on, have arranged to make up their cash receipts to 30*l.* if the packs fail to realise that sum.

Fewer cows kept than formerly.

13. The custom of having a cow "kept" or else "put "on" for the farm servant is still common, but is unfortunately on the wane among the ploughmen, owing to the refusal of the women to take the trouble to milk or churn. It is a serious loss to their children, and one which will soon make itself apparent in their loss of health and strength, and it is a loss to the farmers indirectly also, as it is making it much more difficult for them to find girls who understand and like dairy work. The shepherds, however, still like to have the cows, and very few are without them. When the cow is "kept" for a man she belongs to him, but, if "put on," she belongs to the farmer, the man having the milk. The value of the keep in these hill districts was generally put at 8*l.*, and 11*l.* to 12*l.* is about the value to a man of having a cow put on for him. Potatoes are usually given as part of the wage, a set weight or measure, instead of a certain quantity of potato ground, being rather commoner here than in Roxburghshire and Berwickshire. Oatmeal is often given still as part of the wage, the quantity given being either 60 or 65 stone. The latter was much the commoner quantity in the counties just named, being the regular item in the small or "Lauderdale" boll. Taking the value at 36*s.* for the load of 20 stone, we have as the values of these quantities 5*l.* 8*s.* and 5*l.* 17*s.* respectively.

Braxies and clarts as shepherds' perquisites.

14. Shepherds get a perquisite, to which one cannot however assign any average value, in the shape of the fallen sheep. These are called "braxies," and the meat which, where the animals have not died of any objectionable disease, is often salted, is known also in some parts as "braxy." The "clarts" or "clarty "wool" may be regarded as another small perquisite. It consists of the dirty matted wool which is rejected at the clipping, and which, at one time, it paid well to clean and pick out.

Value of a pack.

15. The value of the pack is very variable, but, as already mentioned, has been disastrously low lately, so that shepherds have suffered as much as the farmers. The lamb sales are generally in August or September. The profit of a pack has been known to exceed 60*l.* and this not very rarely. With an average sized pack of 45 ewes, it may be reckoned that there will be about 33 lambs and eight to 10 ewes for sale, the remainder of the lambs being kept to fill up the flock. The profits of two black-faced packs of 45 each on the same farm were as follows:—

	1. £ s. d.	2. £ s. d.
1888	35 6 4	31 0 0
1889	35 18 10	37 9 0
1890	37 0 0	40 17 4
1891	34 14 0	29 0 0
1892	23 17 0	—

On another farm the profit of a pack of 45 black-faced for 1892 was under 19*l.* Going back a few years further I find the following contrasts in the returns from a pack.

		£ s. d.
In 1883.	23 lambs at 16*s.*	22 8 0
	8 ewes at 29*s.*	11 12 0
	9 stone wool at 17*s.*	7 13 0
		£41 13 0

		£ s. d.
In 1892.	34 lambs at 8*s.*	13 12 0
	8 ewes at 13*s.*	5 4 0
	10 stone wool at 10*s.* 6*d.*	5 5 0
		£24 1 0

A terrible falling off though there were more lambs and a greater weight of wool in the latter year. The stone of wool is 24 lbs.

On a hill farm in Roxburghshire close to this hill district profits, which, on a pack of 50 Cheviots, were 41*l.* 13*s.* 3*d.* in 1889, fell to 22*l.* 0*s.* 3*d.* in 1892. On account of these fluctuations, I do not below give an estimate of the value of the shepherds' earnings, of which I give instances, where the pack forms part of the payment.

Estimates of earnings. A. Married shepherds.

16. The following are instances of grazing privileges and allowances, with some estimates of earnings:—

(A.) *Married Shepherds.*

(*a.*) Pack of 45 black-faced sheep.
Keep of cow.
60 stone of oatmeal.
30*s.* towards keep of lamber.
Potato ground and peats.
Ton of coals.
House and garden.

(*b.*) Pack of 48 black-faced sheep.
Keep of cow.
60 stone of oatmeal.
1,100 yards of potatoes.
One ton of coals free, and others driven free.
House and garden.

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(*c.*) Pack of 45 Cheviots.
8*l.* in lieu of cow's keep.
65 stone of oatmeal.
Four bolls of potatoes (= about 16 cwt.)
Coal driven and peats allowed to be taken.
House and garden.
Spare milk.

(*d.*) Pack of 45 Cheviots.
Keep of cow.
60 stone of oatmeal.
1,000 yards of potatoes.
Allowance for keep of lamber.
Peats or coal given.
House and garden.

	£	*s.*	*d.*
(*e.*) Cash	40	0	0
Keep of cow	8	0	0
House and garden	4	0	0
	£52	0	0

	£	*s.*	*d.*
(*f.*) Cash	32	0	0
Keep of cow	8	0	0
60 stone of oatmeal	5	8	0
1,000 yards of potatoes	2	10	0
Coals driven	1	0	0
House and garden	4	0	0
	£52	18	0

	£	*s.*	*d.*
(*g.*) Cash	32	0	0
Keep of two cows	16	0	0
80 stone of oatmeal	7	4	0
Four bolls of potatoes	2	0	0
Coals driven	1	0	0
House and garden	4	0	0
	£62	4	0

(*g.*) (This shepherd has to keep the odd hands at sorting or clipping time.)

	£	*s.*	*d.*
(*h.*) Cash	39	0	0
Keep of cow	8	0	0
65 stone of oatmeal	5	17	0
Four bolls of potatoes	2	0	0
House and garden	4	0	0
	£58	17	0

(*h.*) (This shepherd has to keep the odd hands at sorting and the lamber, but receives a fat ewe for it, the wages therefore being about 57*l.* net.)

	£	*s.*	*d.*
(*i.*) Cash	30	0	0
40 stone of oatmeal	3	12	0
Keep of cow	8	0	0
One cart of potatoes	2	0	0
1½ tons of coal	1	10	0
House and garden	4	0	0
	£49	2	0

Recently potatoes have only been worth about 2*l.* 10*s.* a ton, at which price they are taken above, but it is less than the average price. Sometimes so many carts of potatoes are given, a vague sort of measure as the carts vary in size and there is no uniformity in mode of loading. A cart will represent about 15 cwt. of potatoes.

As regards the number of cows, it is not uncommon to allow one to each hirsel, so that, where a shepherd has two, it is often because a single shepherd, in charge of a second hirsel, is living with him. In this case the senior shepherd is generally allowed also 60 or 65 stone of oatmeal and some potatoes beyond his own allowances.

The odd hands at clipping time are generally not strangers, but shepherds from adjoining farms, farmers and men helping one another.

B. *Single Shepherds.*

E. Single shepherds.

(*a.*) 20*l.*, (*b.*) 24*l.* to 26*l.*, (*c.*) 20*l.*, (*d.*) 16*l.* (a young man living with his father), (*e.*) 50*l.* The first four are boarded with married shepherds who get allowances for them; the last also boards with a married shepherd but makes his own arrangements with him.

Judging from the above instances, which might be multiplied almost indefinitely, but without showing any material change, the incomes of married shepherds seem therefore to range from 50*l.* to 60*l.* and those of single shepherds from about 42*l.* to 50*l.*

B.—V. SELKIRK, PEEBLES, AND DUMFRIES.

C. *Lambers or Lambing Assistants.*

C. Lambers or lambing assistants.

The wages of these men vary much in different seasons. They are generally engaged either for three or four weeks, and this year the wages have averaged between 30*s.* to 35*s.* a week for grown experienced men, young lads comparatively new to the work receiving from 17*s.* to 20*s.* a week. Board is invariably given in addition to these wages. If the lad is the shepherd's son, as is often the case, 5*l.* is often paid to the father for the lad's services and board, without any direct payment to the lad himself. Though the wages remain at the same rate, the work in the last week, if a man is engaged for a month, is generally comparatively easy. These wages are almost double what they were 25 or 30 years ago.

D. *Ploughmen.*

D. Ploughmen.

	£	*s.*	*d.*
(*a.*) Cash	20	0	0
Cow put on	10	0	0
1,200 yards of potatoes	3	12	0
60 stone of oatmeal	5	8	0
2 tons of coal	2	0	0
House and garden	4	0	0
	£45	0	0

	£	*s.*	*d.*
(*b.*) Cash	27	0	0
Keep of cow	8	0	0
3 carts of potatoes	5	10	0
60 stone of oatmeal	5	8	0
House and garden	4	0	0
	£49	18	0

	£	*s.*	*d.*
(*c.*) Cash	36	0	0
65 stone of oatmeal	5	17	0
4 bolls of potatoes	2	0	0
Coals driven	1	0	0
House and garden	4	0	0
	£48	17	0

	£	*s.*	*d.*
(*d.*) Cash	40	0	0
House and garden	4	0	0
	£44	0	0

	£	*s.*	*d.*
(*e.*) Cash	26	0	0
Board in farmer's house	21	0	0
	£47	0	0

45*l.* to 46*l.* a year may be taken as an average income.

E. *Byremen or Cattlemen.*

E. Byremen or cattlemen.

	£	*s.*	*d.*
(*a.*) Cash	27	0	0
60 stone of oatmeal	5	8	0
2 carts of potatoes	3	15	0
House and garden	4	0	0
Milk, say	1	10	0
	£41	13	0

	£	*s.*	*d.*
(*b.*) Cash	16	0	0
Board in house	21	0	0
	£37	0	0

(These men were both rather old. Stock-feeding is not a heavy branch of work in this district.)

17. There is no piecework worth mentioning except draining and dyking. The price for restoring old drains will vary from 8*s.* 6*d.* to 10*s.* or even 11*s.* per

Little piecework. Prices of draining and dyking.

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100 roods (rood = six yards), while for cutting new drains it will not be less than 11*s.* and is often 13*s.* or 14*s.* for the same length. For building a stone dyke or wall five feet high, 4*s.* 6*d.* a rood is a common price. One man, a skilled drainer, who is at present working on a yearly engagement, intends to do piece-work after Whitsuntide, thinking it an advantage to be able to work his own hours, so as to be able to go home early if tired by working on specially heavy land.

Roadman.

A roadman in Selkirkshire told me that he received 27*l.* 10*s.* per year by contract with the County Council for looking after some 16 miles of road, with 3*s.* 8*d.* a square yard for stone breaking. He had an excellent house found rent free.

Times for paying wages.

18. It is usual to pay yearly men some portion of their wages each month and the balance half yearly. The "gains" or payments in kind are usually given in advance as food for the ensuing quarter.

IV. Cottages.

Cottages.

19. The cottages are of course very isolated, dotted here and there about the hills, sometimes in pairs but often standing quite alone. They are well and substantially built of stone with slate roofs, and have good sized rooms, and the only common fault to find with them is that the bedroom accommodation is insufficient. Few are without a garret, but as often as not it is not ceiled, and has no vertical wall at all, and is only lighted by a sky-light flush with the roof. At Moffatt many houses originally built on this pattern have been improved by building out dormer windows, and many of the cottages in Tweedsmuir and the Tweed valley generally have had a similar improvement effected. The downstairs accommodation consists of a kitchen and sitting room (the former generally having two beds in it and the latter one) and of a cupboard and milk-room. The outhouse accommodation is generally scanty and privies hardly exist; where they do they are seldom made use of. The hill water is generally good and abundant. The shepherds' and ploughmen's cottages are all let with the farms.

V. Allotments, &c.

As to desirability of more small sheep farms.

20. Allotments do not exist and are not wanted. Shepherds, moreover, though indefatigable at their own work, do not like husbandry. Many of them seem to wish that there were small sheep farms, large enough to carry 10 or 15 score of sheep, and thought that, as there would be no steading to pay rent or interest for, they could take such farms and make a living. The acreage represented by the above requirements would be of very varying amounts, two and a half to three acres per sheep being wanted on some of the poorer uplands, while less than an acre will carry a sheep in other parts. Some thought that it would be a good thing and "give more folk work" if there were small farms, arable as well as pastoral, but, when they came to think out the details, they came to the conclusion that, as regards the small arable farms, it was doubtful if they would pay, and that pastoral farms would not pay either unless there was some recovery in prices. They expressed the opinion that the small farmers were having a terrible battle. As pure sheep farms require so little labour, and that of a kind which a hale man can continue till he is far advanced in years, I think that an increase in the number of such farms might be advantageous, though the unfortunate experience which shepherds have had with their packs lately has no doubt very much diminished the desire and demand for them.

The Yarrow feus and similar small holdings.

21. In this district, there are various small holdings something like those at Newcastleton in Liddesdale. Those especially in my mind are what are called the Yarrow Feus. These though called feus were really leases for 99 years, and the leases are just expiring. Attached to each of the houses built by the tenants on this lease, is a plot of ground of a few acres, and the right of pasturing 14 sheep on a common pasture. The holdings are in great demand, though they do not suffice to keep a man employed or to give him a livelihood. But some are taken by old shepherds who have saved enough money to live on and, retiring, are glad to keep up the interest of having sheep to look after, while others are taken by men with independent occupations. Thus among the holders are a drainer, joiner, dyker, blacksmith, and carrier, and at one of the hotels in which I stayed a Yarrow Feuer had just engaged for a month's work. Many of them too go out as lambers in the spring. Some again of the holdings are held merely to sublet them at a profit, the rent paid to the landlord being very small. The Duke of Buccleugh is the present owner; his ancestor, as in the case of Newcastleton, laid the village out for the accommodation of handloom weavers. I have, in other reports, repeatedly expressed the view that holdings of this sort and size, as they were originally valuable to weavers and other artificers, so are still, with few exceptions, valuable only to people who have something else, besides the holding, to make their living by. Given that condition precedent, they are still useful and in demand. Holdings much of this nature may still be found down the Moffatt valley as far as Kirkpatrick Juxta. They are known as "Pendicles," and are let usually if not invariably by the year, except in the case of some which are allowed rent free, as part of their wages, to some of the estate owner's woodmen.

VI. Benefit Societies.

Benefit societies not made much use of.

22. Benefit Societies are not made much use of, but I fancy that rather a larger proportion of farm servants do avail themselves of them here than in the adjacent county of Roxburgh. At least I heard of some few who belonged to the Foresters or Oddfellows.

VII. Trade Unions or Leagues.

No trade unions: no strikes.

23. Nothing in the shape of a Trade Union or League exists in the district, and there has been no strike.

VIII. Relations between Employers and Employed.

The relations between employers and employed are most cordial.

24. The relations between employers and employed are most cordial. The shepherds are a quiet, thoughtful, trustworthy, and generally superior set of men, always spoken of in the highest terms by their employers, and the answer given by some shepherds in Tweedsmuir, "farmers and shepherds are always the best of friends," was reiterated in almost identical terms whether the question was asked of the former or of the latter. Nor is there any reason to suppose less cordial feelings between the farmers and their other servants. There is very little changing among them, and this is strong proof of the existence of pleasant relations.

IX. General Conditions of the Farm Servants.

The general condition is satisfactory.

25. The general condition of the farm servants is satisfactory. The ploughman's wages are up to a good level, and those of the shepherds also. It has, however, been pointed out how much those who were paid in part by their packs have suffered of late, and though the substitution of a cash wage for the pack ensures them against deficient incomes, yet they will probably not have quite as much opportunity of putting by money as they used to have. They expressed themselves, however as "well contented," and it was pleasant to find so many of them, while admitting that things had not gone very well with them lately, so willing to take the rough with the smooth, and hope for better times. One man told me that he had no doubt that he and many farm servants were much better off now-a-days than the farmers.

I have, &c.

(Signed) Edward Wilkinson,
Assistant Commissioner.

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ROYAL COMMISSION ON LABOUR.

THE AGRICULTURAL LABOURER.

SCOTLAND.

REPORT

BY

MR. EDWARD WILKINSON
(ASSISTANT COMMISSIONER),

UPON THE COUNTIES OF

BERWICKSHIRE AND ROXBURGHSHIRE.

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THE AGRICULTURAL LABOURER.

To GEOFFREY DRAGE, ESQ., Secretary,
Royal Commission on Labour.

10, New Square,
Lincoln's Inn, W.C.,
March 7, 1893.

SIR,

THE AGRICULTURAL LABOURER.

B.—VI. BERWICK AND ROXBURGH.

1. I have the honour to submit the following report on the counties of Berwickshire and Roxburghshire. Though it does not touch on the hill districts in much detail, I have not confined it to an account of the more low-lying arable districts, as many of the large farmers have farms in both districts, and I was able in consequence to obtain information on both at one and the same time.

Report on Berwickshire and Roxburghshire.

2. Berwickshire is the more northerly county. It is bounded on the greater part of its northern frontier by the Lammermuir Hills, which separate it from Haddingtonshire, and in part by the sea, which also bounds it on the north-east; on its south-eastern frontier by the Tweed, which here separates it from Northumberland; to the south by Roxburghshire; and on the west by Edinburghshire and a projecting arm of Roxburghshire. Roxburghshire itself is bounded on the north by Berwickshire; on the north-east by Northumberland; on the south-east by Northumberland, from which along the greater part of this frontier it is separated by the Cheviot Hills; on the south-west by the hills which separate it from Dumfriesshire, and on the west and north-west by Selkirkshire. It will be noticed that no southerly boundary is mentioned, and, in fact, it has none, its south-easterly and south-westerly frontiers meeting in a point, the base of the triangle, of which such point is the southerly apex, being formed of a range of high hills (a branch, if not more truly a continuation of the main range, of the Cheviots) which here strike westwards straight across from the Cheviots to Dumfriesshire. One of these hills, Caldcleugh Head, has an altitude of 1,996 feet, one exceeded by only two or three points in the Cheviot range. This triangle is to all intents and purposes a separate district. It is commonly called Liddesdale from the River Liddel, which, rising on the southern slopes of these hills, flows in a south-westerly direction and falls into the sea in the Solway Firth.

Position and boundaries of the counties.

Liddlesdale.

3. Both counties are abundantly supplied with water flowing from the hills which hem them in. Of Roxburghshire it may almost be said that, except river meadows, there is no part absolutely flat. The mountains of the south give way to lower hills as one goes north, but in no part is there any extended plain. The wider valleys have broad rivers, and every side valley its brawling burn or "water." The Teviot is the principal river of Roxburghshire. It rises in the parish of Teviothead close to Dumfriesshire and flows in a north-easterly direction, and after receiving, among endless other streams, the Allan, Slitrig, Rule, Jed, Oxnam, and Kale Waters on the right, and the Borthwick and Ale Waters on the left, unites with the Tweed at Kelso. The Tweed comes into the district from the west near Galashiels, where it receives on its left bank the Galawater, on which bank it also receives, as it proceeds eastwards, the Allan and Leader Waters. It turns to the north-east at Coldstream and falls into the sea between Berwick and Tweedmouth. The other principal streams of Berwickshire are the Blackadder and the Whiteadder, which unite and fall into the Tweed a short distance from Berwick, and the Eye Water, which, like the Whiteadder, rising in the Lammermuirs, finds its way into the sea at the picturesque village of Eyemouth, a few miles north of Berwick. The water power supplied by the many rivers and streams prevents the absence of coal to supply motive power for machinery from being much felt, the Jed at Jedburgh, the Slitrig and Teviot at Hawick, and the Gala at Galashiels being utilised for the various cloth and other mills which have made these towns so famous. Large mills are also to be seen elsewhere, on the banks of various other streams, and very many of the farms have water power for threshing, grinding, chaff-cutting, and other purposes.

Abundance of rivers and streams. These much used as a motive power.

4. The western parts of the district, as also the Lammermuirs of the northern part, are of the Silurian formation, composed mainly of clay and shale, the latter often of the highly indurated kind known as greywacke. Eastwards comes the Old Red Sandstone occupying a large proportion of Roxburghshire, and from the Lauder Valley to Greenlaw in Berwickshire, and eastwards of this, in Berwickshire, comes Calciferous Sandstone, the equivalent in Scotland to the Lower Carboniferous Limestone in England, and, like it, being the base of the coal-bearing measures, which measures have, however, been completely removed by denudation throughou the county, so that both counties alike have to obtain their coal from neighbouring counties.

Geological formation.

5. The soil is variable, some, especially on the slopes of the Lammermuirs, being poor hungry clay, but it is generally fertile on the lower ground. The district known as the Merse is notorious for its fertility and the excellence of the manner in which it is farmed. It extends for a short distance into Roxburghshire, but mainly lies in Berwickshire, and may approximately be defined as the tract of ground bounded to the south by the Tweed, to the west by Lauderdale (the valley of the Leader), and to the north by the foot-hills of the Lammermuirs. Of some parishes it is difficult to say whether they should be called Lammermuir or Merse parishes. The question used to have more practical importance when corn commanded higher prices and there was greater disparity between the prices for corn grown in the different districts than it has now, different rates being fixed in what are known as the Fiars' Courts, or courts for determining the rates for commutation of tithe, according to the locality of the parish The Merse is considered to comprise about 150,000 acres in the two counties together.

The Merse.

6. Many of the parishes are very large, generally from extending far back into the hills up their particular valleys, this being especially the case in Roxburghshire, where there are parishes 8 to 10 miles long, but only from one to three broad. There are many large estates, and farms also run very large, several arable farms being over 1,000 acres in extent, while hill farms may run to six times that size or even more. Some of the largest farmers have both arable and hill farms. Among the largest proprietors are, in Berwickshire, the Marquis of Tweeddale, the Earls of Haddington, Home, and Lauderdale, Lords Polwarth and Tweedmouth, Sir H. Hume-Campbell and Sir Basil Hall, Barts., and Colonel Milne-Home; and, in Roxburghshire, the Dukes of Buccleugh and Roxburgh, the Marquis of Lothian, the Earls of Home and Minto, and Lord Polwarth. Almost all the landlords are resident, and pay great attention to their estates, which appear to be generally admirably managed, while most cordial relations seem to exist between them and their various tenants, both rich and poor. When it is remembered that there are tenants farming several thousand acres each, it is obvious that men of great substance are to be found among them.

Many large parishes. Estates and farms also large.

7. It would be pleasant to refer by name to the very many gentlemen, landed proprietors, or their factors (agents), tenant farmers, and others who took kind trouble in assisting me in my inquiries, but among so many I should be almost certain to omit some by inadvertence. Further, many whom I had no opportunity of seeing would. I have no doubt, have been equally ready to help me, so that any list of names of those actually seen, even if complete, would be somewhat invidious. I simply therefore acknowledge here my obligations to every one with whom I was brought in contact, including the farm servants, of whom I saw many, and in chatting with whom I had several very

No general list of informants given, but the evidence of a few set out in Appendix.

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enjoyable evenings. As the district in this case extended over two whole counties, and was not confined, as in England, to the area of a single poor-law union, I have thought it better to set out some of my evidence *in extenso* in Appendix B., so that readers, interested in evidence from a particular locality, may be able to see it by itself. I held public meetings of farm servants at Morebattle, Crailing, and Lilliesleaf, in the south-east, centre, and west centre of Roxburghshire, and at Westruther, Swinton, and Cockburnspath in the north-west, south-east, and north-east of Berwickshire, and also had some more private meetings, got up on different farms at short notice.

The hill districts purely pastoral, the lower ground to a great extent cultivated.

8. With such differences in altitude and soil, there is of course great variety in the farming. The high hill-farms are given up to sheep (Cheviot or black-faced), and often the only tillage land will be that required to supply the shepherds with potatoes and vegetables or their cows with winter keep. The rent of these farms is calculated not at so much an acre but at so much a sheep, according to the number the ground can carry. Lower down arable land becomes, of course, more common, and, though large numbers of sheep (half and three-quarter-bred Border-Leicesters) are bred and fattened here, the rearing and fattening of stock become important operations, and great numbers of beasts change hands at the weekly or fortnightly sales held at Hawick, Newtown, Berwick, and elsewhere. In the Merse there is more cereal growing. In the higher ground oats are very generally sown instead of wheat, the rotation being oats, roots, barley, grass. There are not very many potatoes grown for distant markets except in East Berwickshire, probably owing to the difficulty in getting labour in most of the district. There are considerable nursery gardens at Hawick and two or three large seed-growing farms, but, speaking generally, it is only the mills which interrupt the even tenour of agricultural life throughout the district.

Mode of treating arable land. The number of hands employed less than in many parts of England.

9. There is also considerable variety as to the system on which the arable land is worked. Much of the good Merse land is worked on the four-course shift, but much land is considered to be unfit for the frequent breaking up implied by that shift, and it is common to let the grass stand for at least two years, while allowing it to do so for three or four years is not uncommon. In fact, some farmers leave it till they see signs of its dying out, a point reached at different times according to quality of seed, seasons, mode of treatment, and nature of soil. The saving of labour must tempt farmers to leave the grass untouched as long as possible. Numerically the staff employed on farms is small compared with what it is in many English counties, and as there is no doubt that the land is, as a rule, excellently cultivated, I was at some loss to account for the difference. The following causes all appear to conduce to this result, viz., this leaving grass to run for two or more years, and the constant feeding it with sheep which checks the increase of weeds by keeping them eaten down and unable to come into seed; a natural freedom from weeds due to soil and climate beyond that enjoyed in average eastern or southern counties; a natural easy workability of the soil in many parts, very different to what one finds in many English counties or even in the adjoining district of East Lothian; large fields which can obviously be worked more expeditiously and economically than small ones, while the usually prolific nursery for weeds to be found in frequent hedgerows is absent; the fact that, though much stock is winter-fed in the byres, much the larger proportion of the roots is fed to sheep on the land without any expense in lifting, carting, or storing, &c.; the cumulative effect of all these things must be considerable, though no one alone could account for the difference in question. Some may incline to attribute it to the superior efficiency of the hinds here. They certainly are a capital set of fellows, but I do not think that their superiority is pronounced enough to account for the difference. I find that good men in England turn off pretty well as much work, whether it is ploughing or piece-work, as the men here do, and do it as well.

Notes as to the staff employed on certain farms.

10. I have the following notes as to the number of hands and horses on various farms:—

(*a.*) 366 acres; steward, shepherd, three ploughmen, byreman, boy ("halflin"), and three or four women; three pairs of horses and an odd horse;

(*b.*) 500 acres; steward, shepherd, three ploughmen, byreman, two boys and five women; three pairs of horses and two odd horses;

(*c.*) 900 arable; foreman, shepherd, nine ploughmen, three boys, 10 women; nine pairs of horses and four odd horses;

(*d.*) 1,000 acres, of which 850 are arable on 5-year shift; steward, two shepherds, five ploughmen, byreman, two boys, and six women; five pairs of horses and two odd horses;

and other instances are given in Appendix B. As to the horses, a common estimate is one pair of plough horses for every 20 acres of roots, that is, on the 5-course shift, for every 100 acres of arable. As to the women, though everyone said that in their particular departments, (which appeared to me to embrace all the hard work except ploughing), they were better and would do more work than men, yet it is usual to find two men regarded as equivalent to three women.

Meaning of terms.

11. The word "hind" in this district does not, as in parts of England, mean a "foreman," but is the term usually applied to any agricultural labourer. The word "worker," though "woman" is often added as a prefix, equally means a "woman worker," though used by itself. Though the word "hind" by itself generally means a ploughman, it is a generic term equally applicable to a man who does not plough. Thus a man employed as a hedger and ditcher is commonly called a spade-hind. A double-hind is what a man is called who, besides engaging to work for a year himself, engages to find another hind for the year also. Such other hind is generally a son or brother. Workers, whom a hind engages to find, are similarly generally daughters or sisters, the custom of hiring strangers to act as workers having quite died out. A woman who makes her own bargain with the farmer and takes one of the farm cottages is called a cottar, and her house, likely to be one of the smallest, is often called a cothouse. She may be a double cottar, if enguging to find some other worker besides herself. The words "steward" and "ploughman steward" pretty well carry their own meaning, but it may be well to note that the steward, besides general supervision, has especially the direction and superintendence of the workers, while the ploughman steward starts the ploughing, times the junior ploughmen from the stables or from the fields, and is generally the head man in the stable department.

A.—Supply of Labour.

Women workers increasingly scarce. In case of men supply and demand about equal.

12. The testimony is universal that women workers were scarcer than ever at the hiring markets this year. The consequence was that hinds who could supply such workers were in very great demand and succeeded in getting better places than they were themselves in all cases intrinsically worth. I was told in several places that, where workers were not wanted, men were more easily found this year than last year. It was thought that the slackness of trade in the iron and coal districts was the reason for this. I did not gather, however, that the supply was at all beyond the demand, and I met two or three farmers who had been unable to get all the hands they wanted. I often asked the question at labourers' meetings whether any men had failed to get places at the last hiring market. At Morebattle the reply was that there were no men out of work, because the men had moved away from the district so much, owing to the failure of the farmers to make use of them, while they were there. At Lilliesleaf the reply was that several had failed to get places, but that they would probably still have a chance of doing so, and, if not, would have to take day work. At Crailing, though it was admitted that there were none out of work in the parish, it was thought that advertisement would bring applications, showing that men elsewhere were out of work. The testimony from the place itself, however, is much more to the point. In the case of men failing to get engaged for the year and compelled to take day work, the evidence showed that few would have to be long without such work. The difficulty of getting an extra hand was constantly noticed. In one parish two farmers required extra men for drain digging all through this winter. One failed to get any, the other could only get them from a place five miles off.

Reasons for increasing scarcity of workers.

13. Various reasons are assigned for this increased scarcity of workers. In some cases it is stated to be from a growing distaste for field work; in other cases it is attributed to the superior attractions of the towns, especially in the matter of wages. There are large mills in Jedburgh, Hawick, and Galashiels, and I am told that skilful hands can earn very large wages indeed in them Much of the work there being done by the

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piece, skill affects their earnings very considerably. Many women also go into domestic service, where it is clear that they are better off, financially speaking, than their sisters engaged in field work. The latter will earn from 24*l.* to 26*l.* per year, the former, say, 14*l.* to 20*l.* a year with their board and lodging, evidently larger earnings than are obtained in field work. On the other hand, many women still prefer field work to domestic service from liking to feel that their day's work is completed at six o'clock. The distaste for field work alluded to above has, I fear, part of its origin in personal vanity. The workers, though said to be fast deteriorating are still, as a rule, a very fine set of young women, strong, straight of limb and upright in carriage. The possession of these attributes, which one would like to see in all the mothers of the generations to come, unfortunately seems to be considered by many to be incompatible with refinement, and great efforts are made to counteract the healthiness of their lives. Thus, of late years, the custom has become universal of wearing underneath the hat a heavy shawl swathing the face and shoulders so that little but the mouth, nose, and eyes are visible, and, much worse than this comparatively, but by no means entirely, harmless effort to save the complexion, is one directly designed to give pallor by the production of ill-health, for which purpose many are incessantly chewing raw rice and other extraordinary and most deleterious substances. I could not believe this for a long time, but heard it too often to doubt its having foundation in fact.

Work done by women.

14. In this district, as in the adjacent district of Northumberland, a vast amount of field-work is done by the women, and at their particular work many, as said above, regard them as fully equal to men. Nor is their work necessarily of a light description. On the contrary, filling and spreading muck, moving the corn and straw when threshing is going on, assisting byremen in cutting turnips and carrying them to the stock, turnip lifting in the fields, &c., are usually women's duties. They are, as I have said, a very fine set of women, and none of these forms of work, except perhaps the first, seems at all too heavy for them, but the very fact of their value for such work accentuates the disparity between their wages and those of men, and after all, therefore, it is probably true that the principal reason for their leaving field work is from their wages being too small in proportion to their work.

Labourers scarcer than a few years ago.

15. Though, as appears above, single men or men without workers, appear to have been slightly more plentiful this year, there is no doubt that, speaking generally, the supply of men is less than it was a few years ago. A good many take situations as gamekeepers, many go into the police force, and many go to towns, where they find ready employment as drivers of lorries or vans.

Several Irish still come regularly, but not so many as formerly.

16. All accounts agree that there are fewer immigrants at special seasons of the year than there used to be. None the less there is probably no parish in which there are not several Irish engaged for harvest. Use of so much improved machinery for harvest work was the reason alleged at more than one labourers' meeting for the smaller number of extra men now required at that time. A considerable proportion of the Irish contingent arrives in time for the turnip thinning. Many of them come from the oil and gas works in Glasgow, whilst, of those who come from Ireland itself into this district, the greater number come from Donegal or other northern counties of Ireland, doubtless from Glasgow being the most convenient port to reach from those parts. In the east of Berwickshire, where there is a good deal of potato growing, though not to the extent that prevails in East Lothian, the home of the now famed Dunbar Red potato, the extra hands required in lifting the potatoes are mainly obtained from the fishing villages along the coast.

The standard of efficiency.

17. There is some conflict of testimony as to the efficiency of the labourers of the present day as compared with the past. Almost all employers give their men a very good name, and, speaking from my own observation, I should say they were an exceptionally fine and active set of men whom it was a pleasure to see at work. It would not be right, however, to ignore the statements made on several occasions, and by labourers themselves as well as by employers, that many men, especially young ones, throw less energy into and show less interest in their work than the senior men, and are more ready to make a grievance of being asked to do anything beyond the most ordinary routine, no matter what the necessity.

Reason to fear some falling off in physical stamina.

18. Whether or not there has yet been actual deterioration in physique, I find it difficult to say. Many employers and many of the older labourers themselves say that, good though the young men may still be, they are very distinctly inferior in strength and stamina to the previous generation, and that the rising generation will show a still further falling off. I certainly was not particularly struck with the appearance of the children in point of robustness. After all, white bread, or bread with most of the nutriment taken out of it, (and only the whitest bread, made from foreign flour, finds any favour), and tea two or three times a day are very sorry substitutes for oatmeal porridge and milk. I was told more than once that the saving of trouble was a powerful reason for the preference shown for the former food. It takes some time and trouble to make oatmeal porridge well; it is an easy matter to fill up a tea-pot three or four times and give a cupful of the dilution to the children with a slice of bread. In this, as in another matter to be mentioned later, the children suffer from the indolence or incompetence of the mothers.

Not much reduction recently in number of hands employed.

19. As to the reduction of labour on farms, it does not appear that there has been any very noticeable decrease recently in the number of hands employed. No doubt manual labour is saved where it can be, but, if that is economised by machinery or by leaving land in grass, the saving is often counterbalanced by greater quantities of stock being kept, requiring extra hands to tend it. The labourers at one of the meetings thought hedges were apt to be neglected now, but could not specify any other decrease in work done, and altogether there is probably not very much difference in the amount of labour employed. A leading farmer thought that they might perhaps be doing with rather fewer hands, taking the country through, but that it was less from any wish to reduce the number than from difficulty in filling it up owing to the lads going off to work at other things.

B.—Conditions of Engagement.

Householders engaged by the year.

20. Almost all the men employed on farms are hired by the year. Exceptions, in the case of married men, are so rare as only to prove the rule. Ha'men (or kitchen men), that is, single men boarded and lodged in the farmer's house, are usually hired by the half year, but there are nothing like so many of such men as there used to be, the double-hind arrangement being much more common. In this case the young man is engaged for the year equally with the married hind in whose house he lives. I do not think the bothy system obtains on any farms in this district. Cottars are also engaged by the year. Hinds generally make the agreements with respect to workers, engaging to supply one or more, as the case may be, to work as wanted. As the great majority can never be dispensed with, this is tantamount to a yearly engagement, as with the hind himself. Extra men taken on for harvest or for any other spell of work are usually hired by the week. The hind and cottar always receive a house and garden rent free as part of the wages. As has been said, the young man where there is a double-hind and the workers are nearly always members of one family. There is very much to be said in favour of this "family system" both financially and morally, and indeed it has no drawback save in its tendency to promote frequent flitting. A man with a son becoming old enough to have a pair of horses given him, or with daughters becoming old enough to go out as workers, must, if he does not wish to be separated from them, seek a new place if there is no vacancy for them on the farm on which he is at the time.

Usual hiring days.

21. The hiring days are usually the first market days in March in the principal towns in which they are held. These are Jedburgh, Hawick, Kelso, Newtown, Earlston, Duns, and Berwick. Though Berwick is strictly in England, it is the great market for the Merse and all East Berwickshire. The day for entering on a new place is in Scotland the 28th of May (till recently the 26th of May), but in Northumberland the 12th of May. This to a certain extent accounts for the small amount of flitting from one side of the border to the other. It is noticeable, however, that, though the men move about freely in Roxburghshire and Berwickshire, they do not often leave these counties. The Lammermuirs seem a barrier to crossing into East Lothian, and even where a farmer has farms there as well as in this district and would be glad to get men to go there, they seldom consent to do so.

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Yearly or monthly engagements.

22. Of course the question as to whether yearly or shorter engagements had the greater advantages was constantly discussed. Certainly the former do not act as a preventive of the custom of flitting, even if they do not act as a stimulant to it. For the farmer they may be very troublesome if, as must happen at times, he finds himself saddled with a very indifferent servant for a year. The yearly engagement has, however, great advantages for the men who thus have a house assured them for a year, which is a very great point where, as is invariably the case in this district, the cottages are part of the farm and must be kept for the use of the men on it. Monthly or weekly engagements must carry with them the obligation to give up the cottages on the same notice. The vast majority of the men had no doubt whatever that the yearly engagement was best for them. Other reasons for this conviction on their part will be noticed further on.

Hiring markets.

23. I see no objection to hiring markets on the score of any riotous frolicking taking place in them. For one thing I saw nothing of the sort. The days seemed very much regarded as holidays in which friends, who had not met perhaps since they took engagements the previous year, could come together again. The markets are in consequence attended by great numbers of servants who are not in search of places, having already agreed to go on in their old places. I do not pretend that the system of hiring in these markets is a good one for either farmers or men. It cannot fail to work ill in many cases for two people, knowing, it may be, nothing of one another, to bind themelves to one another for a year after a minute or two's conversation. Consequently it was often said that a system of registration by which men, about to leave their present situations, could enter their names, addresses, qualifications, &c., would be a great boon, as farmers in want of servants could consult the register, and, seeing likely candidates, could go and see them and have time to make proper inquiries about them. It is not a very common thing, after the "arles" or hiring money has passed, for a man, who has perhaps heard of something against his new place or has heard of one which he fancies more, to return the "arles" and throw up his engagement. The practice is, I am told, much less common in this district than elsewhere, and points to a higher idea of honour on the part of the men. The long interval between the hiring day and the day for going to the new place seems objectionable. It might reasonably be feared that a man will take little trouble about his work for the remainder of his time in the old place. It speaks well for the men that I never heard any complaint on that ground.

Work continuous for yearly men.

24. The work is continuous for all yearly men, but cottars, workers and boys, are only paid for the time at work. Except, however, for young boys only taken on for odd jobs, there is not often any break in the continuity of their work.

Hours of work.

25. There is not much variety as to the hours. The general rule is that in turnip-thinning time weekly men, day men, and workers should be in the fields by 6 a.m. and 1 p.m., leaving them at 11 a.m. and 6 p.m. At other times they start from the steading with the ploughmen. Ploughmen leave the stables at 6 a.m. and 1 p.m., and the fields at 11 a.m. and 6 p.m. There is thus for all a break of two hours, from 11 to 1, except in the short days when it is generally reduced to from one to one and half hours. The interval is cut into by the time required to get home from work, as also in turnip-thinning time to get back to it. Ploughmen of course have to be into the stables some time before starting out in the morning, generally about an hour before. It takes them about 30 minutes (men themselves sometimes gave a shorter time) to throw out the muck, feed and tidy up, and, this done, they go home to breakfast, returning in time to start at 6. Their work in the evening after getting in from the fields takes from 30 to 45 minutes.

In haytime and harvest the hours may be a little longer, especially in the latter. Though the day often commences rather later then, it is usual to make a shorter break in the middle of the day, and the work is often continued late.

A custom has crept in of stopping for a few minutes between 8 and 9 to take a bit of second breakfast. In the winter months, when the first breakfast has been taken hardly an hour before, there does not seem much need for it, and, at one of the labourers' meetings, men said that, in that neighbourhood, they never stopped in the winter, and that only a few did so in summer.

The byreman (cattleman) often starts his work earlier than the ploughman, but he generally leaves off a little earlier, and there is not much difference in their total hours. What difference there is, is to the disadvantage of the byreman, as if many cows are kept he has often night work, and at all times has to return in the evenings to see that all is right with the stock.

Ploughmen's hours.

The ploughmen's hours seem rather long, except in the short days, but a good deal depends, as the men pointed out at Lilliesleaf, on the distance of the cottages from the steading (generally, very little) or of the fields from the steading. The stable work is not hard in any way, much of the time being spent in chatting as they rub up harness while the horses are feeding. Again they invariably ride to and from the fields, in this way getting a great pull over those of the farm servants who have to do all the road work on their own feet. A comparison between their work and that of bricklayers or joiners, who may often have to walk four or five miles to their work, would make the ploughmen's seem easy. It is a common thing for farmers to require the ploughmen to come back to the stables about 8 in the shortest winter evenings, partly because the horses, whose coats are then long, are likely to be too wet to be dressed well on first coming in, partly to give the horses the rest of their food then, it being thought that from 4.30 p.m. to 7 a.m. the next morning is too long for the horses to have nothing. However, the men having been taught to regard this custom as a grievance, it has in many cases been given up, the steward, or one of the ploughmen in rotation, going round late in the evening to give the balance of the food. On the other hand many men, jealously fond of their horses, dislike any hand but their own feeding them and, in several country places, the men said that, as they lived quite near, they would much rather go home as soon as they got back from the fields in the winter and return in the evening. Many regard this evening in the stables as a pleasant time for chat, so much so that, where the custom is kept up, it is not uncommon to find the men from adjoining farms congregating there, though they had found it an intolerable burden to walk a fiftieth part of the distance to their own stables. Still, in very coarse weather, it must be an advantage not to have to turn out again at night, and the grievance is not purely fictitious.

26. The total hours may be considered as about 10 to 10½ for most of the year, and about 8½ to 9 for the rest with about one to one and a quarter hours added for ploughmen and byremen. The hours are generally somewhat less upon hill farms.

Sunday work.

27. The byreman may be at work on Sundays some four or five hours, but if he has got at all forward on Saturday, the work need not take him longer. He will have only feeding to attend to. He is of course, if not helped, tied for the day. Ploughmen have only the short time on duty required for attending to their horses. On one farm it is arranged that only one should come on the Sunday morning to feed and water the horses and do any other necessary work, though all as a rule attend the stables in the evenings.

Ploughmen helping with cattle on Sundays.

28. At Cockburnspath and one or two other places I was told that it was customary for the ploughman on duty on Sunday (and on most farms one in turn is on duty then) to be required to do the byreman's work on that day, so that he got a holiday. This was made some grievance of. I could not make out that the byreman ever got a whole holiday on that day, though it was asserted that on some farms he did. He appears always to do his work on the Sunday morning, but in some cases either to get free afterwards, or to get some help from the ploughman. The custom no doubt had its origin in the fact that the byreman cleans the stalls and does other indoor work, except milking and feeding, for the ploughmen's cows, and this was a sort of return to him for his trouble. I asked Mr. Moran, a hind on Mr. Macdougall's farm at Eccles Tofts, about this, and he said that he had heard of byremen getting a holiday on Sundays at the expense of the ploughmen, but that he saw no objection to the latter being required to help the byreman at midday unless the farm was small so that the turn came too frequently. I say a few words more on the subject of hours in paragraph 65.

C.—Wages and Earnings.

Two systems: the boll wage and the money wage.

29. Two systems of paying wages have prevailed together in this district for some time. There is the boll wage, or wage paid partly in kind, and the money wage. Another difference is in whether or not a cow is kept for the hind. Two bolls are recognised, the big or Kelso boll, and the small or Lauderdale boll. The

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Kelso boll is 10 bolls of oats, 4 bolls of barley, and 1 boll of peas or beans; the Lauderdale boll 65 stone of oatmeal, and 3 bolls of barley. Potatoes are pretty well always given, but, as the quantity varies, I have not included them as an item of the boll wage. The word "gains" is commonly used as an inclusive term comprising all payments in other than money form. Thus a man may say that his wages are "gains and 21*l.* in cash."

Estimate of value of boll wages.

30. The boll, as a measure, is 6 bushels. An average price for good oats is 1*s.* a stone, which, at 42 lbs. to the bushel, gives $\frac{8\times42s.}{14}$ or 24*s.* a quarter, *i.e.*, 18*s.* a boll. 2 bolls of oats are considered an equivalent to 1 load (20 stone) of oatmeal. As 2 bolls of oats weigh 36 stone, it implies that about 16 stone out of 36 are rejected in preparation of oatmeal. Probably the balance would be rather in favour, as a rule, of the man taking the oats, but he would have the expense and trouble of grinding. At the Fiar's Court at Jedburgh, on 21st February 1893, the price of oatmeal was fixed at 1*l.* 14*s.* 7*d.* a load, and of barley at 18*s.* 4*d.* a boll, but these prices were the lowest known, and 36*s.* a load for oatmeal and 19*s.* a boll for barley may be taken as fair values. This, taking peas or beans at 1*l.* 4*s.* a boll, makes the Kelso boll worth 14*l.* (9*l.*+3*l.* 16*s.*+1*l.* 4*s.*) and the Lauderdale boll worth 8*l.* 14*s.* (5*l.* 17*s.*+2*l.* 17*s.*).

As to the value put on potatoes.

31. The quantities of potatoes given vary from 1,400 to 1,800 yards, the latter being the commonest quantity in Berwickshire. Where a man does not care for more than half the full quantity it is very common to allow him 2*l.* 10*s.* for the half given up. This was almost invariable where the full quantity was 1,600 yards, and, as I found cases where 2*l.* was allowed for the half of 1,400 yards, though none where more than 2*l.* 10*s.* was allowed for the half of 1,800 yards, I have taken 2*l.* 10*s.* for 800 yards or 12*s.* 6*d.* for 200 yards as the average value. If, in some of the Berwickshire cases, 1,800 yards is only valued at 5*l.*, it is because the farm was a high one on which 1,800 yards was not thought worth at all more than 1,600 yards lower down.

On house.

The value of the house and garden which are always given to farm servants may be taken at 4*l.* Some are not worth it, many are worth much more, and 4*l.* to 4*l.* 10*s.* is a common rent for precisely similar houses hired by those who are not farm servants.

On cow.

Cows belong to the farmers or to the hinds, but less frequently now to the latter than formerly when every hind, though wages were very far less, saved enough to buy his own cow as a matter of course. The cost to the farmer keeping a cow for a hind may be taken at 9*l.*, which, therefore, is to be taken as the amount of wages paid in that form to the hind who owns a cow. Where the cow is "put on" for the hind, that is, belongs to the farmer, but is kept for the use of the hind, it will be a fair average to consider the value as 14*l.* The calf in the latter case of course belongs to the farmer. The hind keeps it for one week after birth. In the Lammermuirs the men generally thought 8*l.* enough to allow for the cow's keep.

Other extras often given.

Other extras commonly given are the carting coals free, and often the supply of them at half cost price: all straw wanted for pigs, &c. Also, when extra hours are being worked, a lunch of bread and beer, known as the "four hours," is supplied always once and generally twice a day.

Specimens of earnings.

32. I give below a few instances of earnings, including those of cottars, in whose case, however, I have only valued the house and garden at 3*l.* 10*s.*, as, where there are any houses smaller than others and any cottars are engaged, they are more likely to be the occupants of them. Other instances are given in Appendix. B.

Ploughmen and byremen.

A. (1.) Boll wage:—

(1.)

	£	s.	d.
Kelso boll	14	0	0
In lieu of harvest meat	1	0	0
1,600 yards of potatoes	5	0	0
Cow kept	9	0	0
5 tons of coals at 5*s.* to 7*s.*, a ton, led free	2	10	0
House	4	0	0
Cash	9	0	0
	£44	10	0

(2).

	£	s.	d.
Kelso boll	14	0	0
In lieu of harvest meat	1	0	0
900 yds.	2	16	0
In lieu of remaining potatoes	2	10	0
Cow kept	9	0	0
House	4	0	0
Cash	9	0	0
Half boll barley for stacking, &c.	0	9	6
Extra for knife sharpening	0	10	0
	£43	5	6

(3.)

	£	s.	d.
Lauderdale boll	8	14	0
In lieu of harvest meat	1	0	0
1,600 yards of potatoes	5	0	0
Cow kept	9	0	0
5 tons at 6*s.*, led free	2	10	0
House	4	0	0
Cash	18	0	0
	£48	4	0

(4.)

	£	s.	d.
10 stone of oatmeal	0	18	0
Half boll of wheat	0	10	0
In lieu of harvest meat	1	0	0
Cow kept	9	0	0
4 tons of coal	3	10	0
House	4	0	0
Cash	30	0	0
	£48	18	0

(2.) Money wage:—

(1.)

	£	s.	d.
For harvest meat	1	0	0
3 tons of coals	2	12	0
1 ton of potatoes	3	0	0
House	4	0	0
Cash	38	0	0
	£48	12	0

(2.)

	£	s.	d.
For harvest meat	1	0	0
Carriage of coals	1	0	0
1,600 yards of potatoes	5	0	0
Cow kept	9	0	0
House	4	0	0
Cash, 12*s.* a week	31	4	0
	£51	4	0

(3.)

	£	s.	d.
For harvest meat	1	0	0
Potatoes	5	0	0
Coal cartage	1	0	0
House	4	0	0
15*s.* a week	39	0	0
	£50	0	0

The last was given me as an average specimen by the meeting at Cockburnspath, where, as in many other places, I was told that a man, taking nearly all his wages in cash, generally received 15*s.* or 16*s.* a week if he supplied a worker, and 14*s.* if not.

Cottar's.

B. Cottar's earnings:—

(1.)

	£	s.	d.
8*s.* a week	20	16	0
9 bushels of barley	1	8	6
10 stone of oatmeal	0	18	0
600 yards of potatoes	1	17	6
For harvest meat	0	15	0
Extra harvest wage	1	0	0
4 tons of coal at half cost	1	18	0
House	3	10	0
	£32	3	0

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(2.)

	£	s.	d.
9s. a week in summer, 8s. in winter	22	0	0
3 tons of coal free	2	10	0
1,000 yards of potatoes	3	2	6
For harvest meat	0	15	0
Extra harvest wage	1	0	0
House	3	10	0
	£32	17	6

(4.)

	£	s.	d.
Kelso boll	14	0	0
Pack of nine ewes and three hoggs	24	0	0
Cow kept	9	0	0
1,600 yards of potatoes	5	0	0
Ton of coals at lambing time	1	0	0
House	4	0	0
	£57	0	0

The value of free cartage of coals varies according to distance from railway. Usual calculation.

The value put on the cartage of coal varies somewhat according to the locality whence the instance is taken, propinquity to a railway station affecting the cost considerably. It is usual to calculate the cost at 10*d.* a mile a load, the load being taken at 16 cwt. The station price may be taken at from 14*s.* to 15*s.* A hind generally uses at least 5 tons.

Ploughmen stewards and stewards.

C. A ploughman steward generally receives 1*l.* to 2*l.* and a steward 5*l.* to 10*l.* more than the ploughmen, no matter in what form the wages are paid.

Single men.

D. Single men boarded in the house are hired generally by the half year, at about 10*l.* upwards for the half year. A specially skilled young ploughman might get 14*l.*, or even 15*l.*, but these would be high figures. The second hind, in a double-hind place, receives, if able to work a pair of horses, from 32*l.* to 40*l.*, the first figure not often being retained after his first year as a ploughman. His wage is always a cash one. Boys just starting work get 6*s.* to 7*s.* a week, and about 9*s.* when able to work the odd horses.

Shepherds.

E. It has been a common practice to give shepherds the boll (generally the Kelso boll) and, instead of money, the keep of their "pack," but, especially on the arable farms, money is tending to replace both. The packs are a certain number of sheep, the property of the shepherd, which are pastured with the farmer's. On arable farms a common pack is nine or 10 half-bred ewes, and three or four half-bred hoggs, and on hill farms from 40 to 60 Cheviots. Calculations of the values of these may be seen in Appendix B. The half-bred sheep are crosses between Cheviots and Border Leicesters, and, as these are usually crossed again with the Border Leicesters, making their lambs three-quarter bred, a point beyond which it is not found desirable to go, these lambs are sold, and the shepherd has to buy other half-bred hoggs to supply the place of old ewes drafted out. On the hills he supplies their place from among his own lambs. This explains the basis of the calculation in Appendix B. The Appendix shows how hard shepherds have been hit by the fall in the value of sheep and wool, profits falling, to take a single instance from a hill farm, from 41*l.* odd in 1889 to 22*l.* in 1892.

The following are other instances of shepherds' earnings:—

(1.)

	£	s.	d.
Lauderdale boll	8	14	0
Cow kept	9	0	0
Potatoes	5	0	0
House	4	0	0
Cash	32	0	0
	£58	14	0

(2.)

	£	s.	d.
Lauderdale boll	8	14	0
Cow kept	9	0	0
Potatoes	5	0	0
House	4	0	0
Pack of 25 Cheviots, worth last year	34	0	0
	£60	14	0

(3.)

	£	s.	d.
60 stone oatmeal	5	8	0
800 yards of potatoes	2	10	0
Cow kept	9	0	0
For harvest meat	1	0	0
House	4	0	0
Cash	30	0	0
	£51	18	0

Shepherds' assistants in lambing time often receive 1*l.* per week on an arable farm, and 25*s.* to 30*s.* a week on a hill farm, with their board. A young shepherd receives about 20*l.* a year and his board.

Workers.

F. The wages of workers have varied a good deal. I found instances of 8*s.* a week in winter and 9*s.* in summer, of 9*s.* all the year round, of 9*s.* in winter and 10*s.* in summer, and of 9*s.* for three months and 10*s.* for nine months. The scarcity this last hiring time (March 1893) has caused a somewhat general rise, and I heard of several cases where they were to get 10*s.* all the year round, it being stipulated in some of these cases, however, that no harvest meat should be given. They very generally receive 18*s.* to 20*s.* extra for the extra work in harvest, and harvest meat, this commuted in many cases for 15*s.*, or in some cases their dinner at that time and 10*s.* Their total earnings therefore vary from about 25*l.* to 28*l.*

It is usual to pay money wages to men once a month, to women workers once a fortnight. Men seldom wished for more frequent payments.

Day labourers.

G. The usual wage for a day labourer is for a man 3*s.* a day in summer, and 2*s.* 6*d.* to 2*s.* 9*d.* in winter, a good drainer, however, getting 3*s.* 6*d.* a day, for a woman 1*s.* 6*d.* a day. The woman's day wage was given as 2*s.* in Cockburnspath, but this is rather exceptional, as, if there is any difference at all, wages are slightly lower in the east than in the west of the district. It no doubt arises from the demand for women in East Lothian for potato work.

Foresters.

H. Woodmen's or foresters' wages average 16*s.* a week with a cottage (Lilliesleaf meeting), or 16*s.* to 19*s.* without cottage (Crailing meeting). On the Marquis of Lothian's and Earl of Home's estates their wages are 18*s.* a week with firewood, with men at the saw-mill receiving 1*l.* on the latter estate. Houses are let to them, rate free, at 2*l.* 10*s.*

Irishmen.

I. The Irish immigrants generally receive 7*s.* to 9*s.* a week before and after harvest, and 16*s.* to 20*s.* a week during harvest, the higher price being paid when working full time as in leading, or if mowing, as in case of corn being too much lodged to be cut by a reaping machine. Shelter, generally a barn with straw and blankets, and food are given all the time. The food given is oatmeal porridge and milk for breakfast and supper, bread and beer for dinner, and potatoes which they can cook at home, a fire being put at their disposal. Here, as in England, they are fine active workers and they themselves attribute much of their tireless activity to the former food, of which their Scotch fellow-workers are so unfortunately abandoning the use.

Little piece-work.

33. There is scarcely any piece-work. Lodged corn is sometimes reaped by the Irish at 10*s.* an acre or thereabouts for an average crop, inclusive of tying and stooking, and turnip thinning is sometimes undertaken by them or by the hinds' wives at from 6*s.* 6*d.* to 7*s.* 6*d.* an acre, or at 1½*d.* or 1½*d.* per 100 yards. With drills 27 inches apart there are about 6,300 yards in an acre. A good singler can make 3*s.* a day if the turnips are fairly clean. A common calculation is that three women can do an acre a day. The price paid for draining varies of course with the soil. One man told me that he used to get 6*d.* a rood (6 yards) at 3 feet deep, but now had 8*d.* to 10*d.*, and on another farm the price being paid was 8*d.* a rood at 3½ feet deep. I even heard of 1*s.* 6*d.* a rood having been paid on some very heavy retentive clay.

On abandonment of boll for money wage.

34. Though the elder men are generally much in favour of the boll wage, it is fast being superseded by the money wage. The younger generation all prefer the latter. It is in many respects a great pity. It is true that to give a man without a family, or with only a small one, much more meal than he could consume was to drive him to sell some of it. It has been very usual for a long time for the farmer himself to allow the man the full value of the unrequired surplus, so as

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to save him from loss by sale outside, but if prices rule low, a man not wanting the whole boll is evidently a loser, and in his case one sees the reason for his preference for a money wage. In the case of families, however, it is open to no doubt that those who take the boll are better fed and better off, and somehow, in spite of the comparative smallness of their cash wage, save more than those who insist on all cash. The reason is obvious enough. The former will always have in stock an abundance of meal and milk (for the boll men seldom fail to have a cow); with their surplus meal and milk they can feed their pigs better and cheaper than those who have neither, but have to buy almost everything, and even as to groceries their custom, as they have so few wants, is generally to buy in large quantities for cash, saving thus all round; the latter, on the other hand, are always buying, they pay higher than the former for necessaries (for they have to pay the double profit of the grower and the tradesman), and, tempted to buy much rubbish too at fancy prices and to take credit, they buy badly all round, while the habit of spending grows apace. It was always these latter men who, though often in receipt of really grand wages, scouted the idea of being able to save anything. There is little doubt that many a family, over head and ears in debt, has an income on which 30*l.* to 40*l.* year could, with economy and management, be saved while they themselves lived in greater comfort. No doubt it is the wives who are at fault in these cases. Bitter complaints were made to me incessantly, often by men themselves, of the harm done by the number of grocers' carts travelling about the country. To a certain extent, where villages are few and houses much dispersed, they are a great convenience, but with commissions, as I am told, often paid to the drivers on what they sell, as also for every new customer got on the books, it is obvious what incessant temptation is put in the way of the women to buy much that is worthless, and to take credit instead of paying in cash, and, as soon as the account begins to pile up, it seems as hopeless for the family to clear itself as for a fly to get out of a spider's web. And there is reason to believe that the power, which the grocers' licenses bestow, is used to introduce spirits into many a household without the householder's knowledge.

Inferiority of the food stuffs given at times in the boll the ground occasionally alledged for disliking it.

35. In one or two cases the men assigned as a reason for liking the cash wage best the badness of the stuff which they sometimes got from the farmer. As it was generally grown on the farm, it may not have been of best quality always, but would vary with the seasons, but the complaints on this score were more often from young men who had not tried the system than from elder men who had. Many men say that the agitation for the cash wage is got up by agitators who want to invent a grievance as between farmers and men, or by the shopkeepers who know that the cash wages soon find their way into their tills. It does not seem that farmers at all care to retain the boll wage, save for its advantages to the men themselves.

Cow no longer valued as formerly.

36. It was, till recently, the almost invariable practice for a married hind either to own a cow or to have one "put on" for him. Owing to the improvidence which seems stealing over the rising generation, the proportion of those who own their own cows now is very much less than it used to be. Though the practice is still, however, very prevalent in one form or the other, so much so that men calculated that about half had the cows still, it is unfortunately dying out fast, and a purely cash wage superseding it. Many even of the young men deplore this. It seems to arise almost entirely from the unwillingness of the wives to take the trouble to milk or churn, though in a few cases the want of a milk room in the cottages has something to do with it. I asked men if butter factories would help them, but it was generally though that the remote position of the majority of cottages would make the transport of the milk too expensive, and after all it still would not save the women the trouble of milking. A factory has, however, been recently started at Hawick, and one is proposed at Lauder. It will be interesting to see to what extent they will help labourers, many of whom are paying attention to the matter.

Wages at present "upstanding."

Risk of money wages upsetting this.

37. It was almost universally agreed that, if the cash system took hold to the extent that the cow and potatoes were given up, "it would be the worst thing that could "possibly happen to the hind," yet scores are giving them up. The change is deprecated from dread, not only of the loss of the food, but of the advantage of the "upstanding" wages. This is a term implying that the wages are paid equally whether a man is at work or not, no deduction being made owing to inability to work from stress of weather, or from illness, or for holidays. Now the yearly men have at present the advantage of "upstanding" wages throughout this district, and no wonder that they dread any change in this respect. By custom an absence of six weeks for illness is allowed as of course, but such are the friendly terms on which the farmers are with their men that a longer absence is often permitted without any deduction being made from the wages. After the rule had been mentioned at the meeting at Cockburnspath, a man present wished me to note that he had just been absent from work for 14 weeks and lost nothing by it. It is easy to see that the custom arose from the boll wage. A man had his meal room filled up with meal, his storeroom or heap with potatoes, and his dairy full of milk and butter, and the farmers would not ask back from men portions of this food for days of absence. It will surely be different, and "no work no pay" become the rule when a wholly cash wage comes in as the custom of the district. "Serve us right too," said some men, "you "can't expect a farmer to go on paying a chap 16*s.* or "17*s.* a week if he is doing no work for him." So they see what they are drifting to, but let themselves be talked into it.

Women do not get an upstanding wage, but are only paid for the days at work. Hinds sometimes spoke of this as rather hard. It must be remembered, however, that the hind himself often gets extra wages for supplying a worker, and he himself gets these wages in full.

The mills the only local competitors for labour with the farmers.

38. There is sea fishing at Eyemouth, but the fishermen are a distinct class. Agricultural labourers take no part in it. The various cloth, woollen, paper, and other mills draw off a good many hands, but they do not affect the supply of men for field work to the extent that they do that of women.

D.—Cottage Accommodation.

Supply and position of cottages.

39. The number of cottages is generally sufficient. They are invariably scattered on the farms, each farm having its own cottages go with it.

Much improvement of late years.

40. All accounts agree that they have been very much improved of late years, and there are few large estates on which, if they have not already been put in order, steps are not being taken to put them so. There are still many with insufficient accommodation. Though few of the old barn cottages remain, cottages, that is to say, of merely four bare walls, a division in which might or might not be made by a barricade of furniture, there are many with no upstairs room at all, or with only an inconvenient loft in the roof. As a rule they are very substantially built of stone with slate roofs, with the floors occasionally boards, occasionally rubble, but more generally and almost always in the best houses of cement. This is warm, and, if well laid and well treated, is very durable.

The scantiness of upstairs accommodation is not always as great as the external appearance of the houses would lead one to expect. Some few new houses have a regular second storey, others give external sign of bedroom upstairs by having good dormer windows let into the roof for them, but in a great many instances the only light for the bedrooms is a small sliding window almost flush with the roof itself. It is common for the walls only to go up as far as the ceilings of the downstairs rooms, so that there is no external vertical wall to the bedrooms, though sometimes they may have such walls to the height of 2 or 3 feet. The principal bedroom is generally ceiled between 7 and 8 feet from the ground.

The kitchen still the favourite sleeping places.

41. The people still adhere to their kitchens as their principal sleeping places, having the most exaggerated ideas of the hardship, amounting in the opinion of many to the impossibility, of sleeping upstairs. Consequently, even where there were good rooms upstairs, I constantly found large families huddled together downstairs. It takes long to change a habit of this kind, but as it is changing, though slowly, people who have been in other parts having got into the way of sleeping upstairs and learnt to prefer it, I incline to think that it would be wise on the part of estate owners to build new cottages more after the English pattern. Such houses are not popular yet, but several hinds said it would, in their opinion, be best to have the downstairs rooms built so that beds could not be put in them. It will be disastrous if splendid new cottages

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are in a short time tabooed as not being up to what will then be considered the requirements. The people often spoke of the rigour of their climate as necessitating their sleeping in the kitchen where there would naturally be a fire, but I should doubt its being colder than on the east coast of England. As I have said, the roofs are generally slate, and where, as is often the case, they are left bare, the rooms would be, doubtless, very cold in winter; but very often there is a layer of felt, and as the rafters are generally excellent, both thick and deep, a most capital double roof could be got at small cost by lathing and plastering across them.

Type of cottages.

42. I saw a great many cottages on many different estates, but it would not be of much use to describe many types. There is indeed wonderful similarity. A very common type for a good house will have an entrance lobby, with staircase opposite the door, on one side a large kitchen with two beds end to end, either in an alcove, or projecting into the room; on the other side, a smaller room furnished as a sitting-room, but with a bed in a recess at one end, and upstairs two bedrooms, one ceiled, the other, as often as not, open to the roof. In such a house there will usually be three fireplaces, two below, one above. There will generally be also on the ground floor a back kitchen, or rather scullery, and a milk-room. A nice house on the Plenderleith hill-farm (Duke of Roxburgh's) had kitchen, scullery, and milk-room downstairs, a cupboard under the staircase which was at the end of, not in the middle of, the house, and upstairs a meal-room and store-room and two bedrooms. On the Newton Don Estate (Mr. G. Balfour's) the second room downstairs is not entered from the lobby, but from the kitchen, from behind which it projects as a sort of annex. At Morebattle were some old cottages made out of a barn, each having one large room on the ground floor with two beds in it, and a cupboard and pantry off it, and no upstairs accommodation at all. One that I went into was bright and cosy enough, though the fabric was so far from elaborate. At Boon (Marquis of Tweeddale's) the cottages are not at present good, nor are they on the Lauderdale Estate, but plans are arranged for improvements on the former. On these it will not require much alteration to make very fair houses. A room upstairs will be provided, and a coalhouse and milk-room on either side of a porch. The men here, as elsewhere, considered that the minimum accommodation which a house should have was a good kitchen and two other rooms, with pantry and milk-room. I have already stated that this is the usual accommodation in the new or altered houses, and some have a good second bedroom in addition, making four rooms altogether. This is so no the Addinston Farm at the head of Lauderdale, and in several other places. I saw many good cottages on the estates of the Duke of Buccleugh, Marquis of Lothian, Earl of Home, and others. Some of the cottages on the Hirsel Estate, near Coldstream, belonging to the Earl of Home, seemed particularly good, the outhouses being well placed and arranged. The plan of new outhouses at Grahamslaw was much like that of other houses, but they only have two rooms on the ground floor, with nothing upstairs.

Whether small houses should be built.

43. It is a question whether houses should be variable in size or not. Some men thought one way and some another. If built small to accommodate cottars, they do not suffice for the larger family by which a cottar may often be followed in occupation; if built large, they are wasted if only occupied by a cottar or a couple without family. Variation in size seems, however, best.

Overcrowding not common.

44. Overcrowding is not common, but of course exists where there is a large family. In one case a house with only one bedroom was occupied by a couple and eight children, of whom the eldest was a lad of 20, and the next a lad of 17. In another case the family numbered eight, in another nine, in another 12, the houses of the two first having no bedroom upstairs at all, but there being two bedrooms upstairs for the last.

Outhouses, &c.

45. The outhouse accommodation sometimes only consists of a pigsty, but more often there is a coal-house, and sometimes an ashpit also. Privies are conspicuous by their absence, or, if present, by their non-use for the purposes for which they are intended. Here again old habit dies hard, but men so very often complain now of the want of them, and say that they consider that there ought to be one to each house, that estate owners would certainly do well to provide them, in spite of the discouragement born of the failure to get them used when they are provided. There is no doubt that the hind becomes yearly more particular about the kind of house he will occupy, and if good houses do not always retain, bad houses very often drive away, good men. A washhouse, if not to each cottage, at least to each block, is a desirable addition.

Drainage and water.

46. The questions of drainage and water supply are of less importance in a district like this, where the farm cottages are dispersed on farms, than where they are concentrated in villages. I am told that the water is generally good and abundant. It is often obtained from wells, often from springs in the hills, whence it is led in pipes, and not seldom from the burns. The county councils in both counties are paying attention to sanitary matters, and I have to thank the medical officers and inspectors of nuisances in both counties for sending me copies of their reports.

As to number of cottages required.

47. The number of cottages required, of course, varies very much with the nature of the farm. On a purely arable farm 2 to 100 acres is considered a fair proportion; but so many cannot, I think, be always wanted even on such farms, having regard to the number of hands generally employed. On a farm of 600 acres, near Hawick, of which 100 are arable, there are three cottages; on two hill farms in the same occupation, of 1,900 and 3,000 acres respectively, there are one and three cottages. In Mr. Cunningham's report are given the number of cottages on various farms on Lord Home's Jedforest estate, and Mr. Caverhill, factor to the Marquis of Lothian, has given me the following details as to the number of houses on the farms on the Mount Teviot Estate:—

MOUNT TEVIOT ESTATE.

Farms.	Total Acreage.	Acreage of Arable Land.	Number of Houses.
West Nisbet	665	624	10
East Nisbet	573	537	11
Upper Nisbet	939	819	16
Ploughlands	410	383	6
Crailing Tofts	350	330	6
Hindlee	744	313	8
Mossburnford	702	654	10
Dolphinston	1,152	326	7
Temperdean	958	607	10
Over Crailing	1,554	908	16
Oxnam Row	1,666	567	12
Harden Mains	1,028	373	9
Total	10,741	6,496	121
Average number of houses per 100 acres gross area.	—	—	1·13
Average number of houses per 100 acres arable.	—	—	1·83

Cost of building and rent.

48. Cottages are often let to estate servants at 2*l.* 10*s.* or 3*l.*, to others at 4*l.* to 4*l.* 10*s.* On the Mount Teviot Estate the cost of some which are now being erected is 170*l.* for a single and 230*l.* for a double cottage, the tenant doing the cartage, and Mr. Cunningham similarly gives about 200*l.* as the cost under the same conditions. It is obvious, therefore, that, as an investment, there is no inducement to build cottages.

Rates.

49. Farm cottages are, as appears above, always given rent-free and rate-free to the servants. The landlord and farmer generally pay the rates in equal shares. As regards cottages not going with farms, a common rule is, that the school and poor rates are levied on owners and occupiers, each class paying half, except in case of houses rented under 4*l.*, where the landlord pays them entirely, and that county rates are levied in the same way, tenants of houses rented at under 4*l.* paying their share like other tenants. This was given me as the rule at Morebattle, and it seems of common application.

Gardens, pigs, &c.

50. Gardens are, as a rule, small, and large ones are not required as the potatoes are grown in the fields. Almost all cottages have pigstyes, and pigs are very generally kept. Bees are often kept in the villages,

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but seldom by farm servants. Poultry are generally kept by shepherds, seldom by hinds.

E.—Allotments, Small Farms, &c.

Allotments few and none wanted by hinds.

51. As may be supposed, hinds care nothing for allotments. They have no time unpaid for, and those who have potatoes grown and cows kept for them have all the advantages of allotments without the trouble. Those who have not equally have the upstanding wage, and no time for working on an allotment could be found save an hour or two in summer evenings. "So "far from men wanting land, there is nothing they "are so averse to as digging their own gardens," was a pithy remark, admitted to be true, and verified by the fact that it is quite common to see the gardens, small though they are, not half cropped. Obviously what is a benefit in districts where work is not continuous is none here. The only applicants for allotments are masons or other artificers, or town people. In a few places, as at Hawick, there are some available and (to mention a thoroughly rural village) there are rood plots at Cockburnspath, not one of which, however, is occupied by a farm servant. In most of the few others, where one or two such holdings would probably be taken, there would not, as a rule, be any difficulty in a steady man obtaining what he wants. No, owner, however, can be expected to go out of his way to cut up the best and most convenient and lettable portion of his ground (the portion always demanded), to provide an allotment for a man who in a few weeks may flit. At Chirnside, a large village in Berwickshire, desire for allotments has been expressed (not by farm servants), and a good field has been offered, but I am told that nothing will satisfy the people except a certain large field with roads on three sides of it, and sloping to the south, which is wanted at the price the farmer pays for his whole farm, though this field is not only the best on his farm and worth much more than any of his other fields are, but is one of the best in the whole parish.

Nor do they want any holdings short of farms.

52. Equally hinds see no use to themselves in small holdings of, say, two to ten acres. Nothing under a farm that could keep a pair of horses going would, in their opinion, be of the slightest use. According to soil, &c., such a farm would have to be from 50 to 100 acres. At Westruther, an upland village, 100 acres were thought the minimum, though it was thought that 50 acres lower down might do. There would be, I think, considerable demand for farms of this class on the part of hinds who have saved money, especially for those approaching 100 acres in extent. In Lauderdale a man with a farm of 100 acres, for which he keeps three horses, though just getting along, thought that he could certainly do better if he had almost as much land again, as it still would not want more than four horses. The difficulty is in providing steadings. They could hardly be put up under 800*l.* to 1,000*l.*, even for the smallest farm. Interest on this, rent for the land, and interest on capital amount to a good deal for a man to make up before he is to the good by his farming. As to the capital required, many people tell the hinds that 2*l.* an acre is ample, and this, coupled with hazy statements that somehow the ratepayers are to be made to find the money for the steadings, or (the same thing) the interest on it, has, I fear, made many who have 100*l.* or so saved think themselves thoroughly qualified to take farms of 50 acres and upwards straight away, and wronged by not having them. At a meeting of the Teviotdale Farmers' Club 10*l.* an acre was considered about the capital required, and quiet discussion with the men nearly always resulted in their, to their own surprise, finding that nothing under 5*l.* to 7*l.* an acre was likely to suffice.

The chances for small farmers.

53. Anxious as anyone can be to see more small farmers occupying land, I admit being greatly disappointed to find how cool judgment forces the conclusion that it will be only the *favoured exceptions* who will thrive. Instances of men who took farms many years ago when labour was half, and farm produce more than double, its present price are no criterion of what can be done now. Instances too at the present day of men taking small dairy farms or market-garden farms near a town are of no general value in estimating the chances of success on farms differently situated. It was very generally conceded by the men that their chance of success and the point in which they would have an advantage over the farmer would be in their working themselves and having the help of their families. On this it all turns, and what will be the position when the tenant becomes old, if his family leave him? "It is the children's duty to stop and take care of their parents" was the answer given me more than once, but will they do it? Is it even their duty? Leave out the words "stop and," and there is no objection to the view, but those words retained, and acted on, would constantly mean the sacrifice of the children to the parents. A small farmer near Jedburgh was in despair at his two sons having left him. Is it to be wondered at that they chose over 1*l.* a week in wages, and light hours of easy work, in preference to 12 to 14 hours a day of hard work without a penny to call their own? A small farmer in the Leader Valley told a friend of mine that it was his greatest grief that he had been obliged to keep his children with him to work, and had not been able to give them any pay whatever. As to the work, another farmer, still quite able to work himself, who, having saved a large sum as shepherd, had taken a farm "to retire on," found that the hard work of his life only then began. It almost seems as if a man had better let farming alone unless he sees his way to making enough to retire on by the time his own powers begin to fail. The best size would seem to be one that a man and one son can work. On such a farm as that, if good, he can afford to make it worth a son's while to stop, and the son will gladly succeed his father as tenant, as in old days. But the condition precedent is that the farm shall pay, which, if it is not too small and is not started with insufficient capital, is in some cases possible. The environs of Hawick and Galashields probably offer the best chances just at present.

Holdings 5 to 10 or 12 acres.

54. Between the allotment and the farm come small holdings of, say, 5 to 10 or 12 acres. These, as said above, the hinds would not hear of any more than they would of allotments, and I think they are right. The experience of the past and the probabilities of the future are altogether against those who glibly talk of such holdings as "likely to wed the labourer to the soil, by giving him something to look forward to." Let us take the most promising case, that of a couple about on the meridian of life taking, for instance, 10 acres, of which 8 shall be grass, and only 2 arable (so that the labour shall be light), and keeping cows. Will neither of them ever be ill, will neither get old? I can only repeat, what I have said so often in other reports, that in my opinion these holdings are of no use to labourers, but only to men who have separate businesses, such as blacksmiths, joiners, carriers, &c. To these they may be invaluable, useful while they are in the full swing of their other work, pleasant when they are slightly relaxing their efforts, having secured themselves a competence. There are many instances of these holdings having prevailed in old times and of their having been given up recently. They existed in Smailholm, but only few remain. These are in the hands of artificers or tradesmen; the rest have been given up. Even in their palmy days they were mainly held so, but the railway has taken many of the tenants to live in Kelso, and here, as in other countries, custom tends generally to flow townwards, and this village, like many others, has only reminiscences of its pristine brisk little business. The same is true of Lanton. The same of the hill district south of Hawick, where the traces can still be seen of many little farms, the homes of men who, when corn was high and handloom work prevailed, successfully combined weaving and farming, but who have since migrated to towns as their old means of livelihood failed. It has made no difference whether the holdings were hired or held in fee. In the former case they have been thrown back on the landlord's hands: in the latter sold and often bought by the owner of some large estate near. There has been nothing in this but the operation of economic laws. The small holdings, not answering, have been thrown up; if they answered, they would come into existence again. It appears to me a fallacy to argue that, because small holdings and greater population co-existed in villages years ago, the former caused the latter, and that re-introduction of the former would restore the latter. The holdings existed for the people, not the people for the holdings. One of the best of men, alluding to the fact that these holdings had often been bought up by large proprietors, enunciated the view that these particular people should have been debarred from buying, so as to prevent merger in large estates, and keep these holdings available for poor people, but what would the poor owners and what would their creditors (for the owners were generally heavily in debt) have thought of not being allowed to realise the best price possible? Even if, in some cases, a large proprietor tempted a man, not in distress, to sell by

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the offer of a fancy price, one must assume that the owner weighed the circumstances, and thought it to his interest to accept the offer.

The Greenlaw "acres."

55. There are still some interesting forms of small holdings, not quite of the ordinary type, surviving. Thus, at Greenlaw there are the "Greenlaw acres," of which Mr. Gibson, a clothier there, himself a holder, gave me this account:—"They are something like "English allotments, being hired land. The owner "is Sir Hugh Hume-Campbell, of Marchmont. The "average size of holdings now is 2 to 3 acres, but "some hold as much as 6 acres. Rents vary from "35*s.* to 3*l.* an acre, according to position and "quality. Occupation of one of these 'acres' carries "with it the privilege of pasturage on the north and "south commons without extra payment. Average "number of cows kept is 40. There are also two "cow-parks let by Sir H., in which the cost of grazing "is about 3*l.* 6*s.* per cow. There are no conditions as "to cultivation of the acres, but they are generally "worked on the four-year shift. There are not the "number of applicants that there used to be, partly "because the population has decreased, but more be-"cause labour is so much scarcer and dearer, and prices "so much lower. There used to be a good many small "farms, but they were gradually given up for some "reason, and absorbed into big farms. The expense of "new steadings is an obstacle to their re-establish-"ment."

The Lauder "Burgess acres."

56. The Lauder "Burgess acres" are an excellent example of the old burgher system. The following is a brief account of them given to me by Mr. Dickenson, of Longcroft: "The arable or infield part is held in "fee simple in lots varying from 1 to 4 acres. Each "lot or 'burgess acre' entitles the owner to run a "certain number of sheep and cows, averaging 20 sheep "and two cows (the number varying a little according "to the number of resident burgesses, for residence is "a necessary condition) upon the Lauder Common. "No matter how many 'acres' a man holds, he has "only one privilege for the common. The Town "Council have the management, and from time to "time authorise the breaking up of a certain amount "of the common to provide straw and turnips, the "whole block to be broken up being laid out in strips "which a burgess can take or not, as he likes. All "wanting a strip give in their names, and order of "right of selection is fixed by ballot. There were "about 44 strips this year. They average about "2 acres a piece. They are cropped for seven years, "the grass coming the eighth year being allowed to "become common again. Those who tried to live by it "are diminishing in number. Many of the acres are "owned by merchants, drapers, or other tradesmen "who look on them as an investment. They always "let their acre, but though they do this, they retain "their privilege. The acres are low in value now. "The system is an old-fashioned one, which it would "not be desirable to extend. A block of good ground "for each close to the town would be better, but even "this only of use to men with other business."

Eyemouth "Acredales."

57. At Eyemouth are a few small farms known as "Acredales," ranging from 30 acres upwards, which have a common grazing for cows on what is called the Fort, and which have a common right to the use of a watermill which stands on one of the acredales. All the tenants keep cows and sell milk, and some of them have shops in Eyemouth for the disposal of vegetables. Before the railway came they used to earn a good deal by carting, and tenancy of an acredale was often a stepping stone to a larger farm. There seems no increase in the demand for similar farms now, as an adjoining proprietor tried division of a farm in a similar manner, but failed to secure tenants at remunerative rents. The acredales land is generally very good.

View as to many farms being in hands of one farmer.

58. In one or two places men expressed dissatisfaction at so many farmers having several farms, a thing which they considered "a great hindrance to a district." They had no objection to single farms being of any size, nor, I think, to a man having a hill farm as an adjunct to an arable farm, but they argued, with good reason, that it was a loss to parishes to have large houses only occupied by stewards.

New Castleton in Liddesdale.

59. Before leaving this subject, I am bound to refer to a district, the state of things in which may fairly be pointed to in opposition to my view that the possession of small plots of ground has little effect in retaining a population on the soil. Its circumstances are unique. The district I refer to is Liddesdale, or rather the principal village in it, Newcastleton, a place where for many years there has been a large community of small occupiers. The community seems something of a puzzle to everyone to whom I spoke about it, and I can only attribute its survival to the admirable idiosyncrasy of its inhabitants, one which, though apt to be lost in these bustling days, still remains but little impaired, saved no doubt, in great measure, by the singular isolation of the district among the hills. I cannot do better than quote largely from some interesting letters which Mr. Yorstoun, factor in this part to the Duke of Buccleugh, wrote to me on the subject "The circumstances of Newcastleton are singular, and "I know of no other place like it. About 100 years "ago it was laid out for a handloom weaving village, "and building lots were let for 99 years. There were "260 such lots, of which about 222 were taken up, and "built on between 1793 and 1800. Each lot was about "20 poles, but size and rate varied a little. The whole "area let on building leases was 40 acres, and the "total ground rent 52*l.* Then the land round the "village was divided into small fields, and each tenant "of a building lot became tenant of a field or two from "year to year at rents varying with the quality. "There are 311 of these fields, measuring 775 acres, "and the total rent is 634*l.* No change has, I believe, "been made in the rents of fields held in regular "succession from original tenants, though when land "has changed into new hands, there has been at times "an increase of rent. Although at first attached as "yearly holdings to the house lots in the village, that "has long since ceased to be the case, for various causes "some having lost their fields, and others having "acquired several. Subletting has always been for-"bidden by the estate rules, though not always "successfully. The admission in the estate books of "a tenancy of fields, even though only yearly, is much "sought after, and houses are often sold for more than "their value on the strength of the supposed good-will "or hope of possession of the tenancy of the fields "connected with them, though they by no means go "together as a matter of course.

"Newcastleton has no trade or manufacture, and it "is difficult to understand how it gets along, but it "is somehow a most contented, comfortable, self-sup-"porting community, no riches, but no poverty; and "I ascribe that in great measure to the possession of "the fields and stints, or right of grazing on the hills. "The fields are generally admirably managed, hay, "corn, or green crops being grown as the tenants find "best. The original intention was probably that the "fields should supply meadow hay for the cattle "summered on the hill, but all the land will not grow "hay every year. I have no record of the acreage "held by each village tenant, so cannot tell you how "many holdings there are of 10, 25, or 50 acres. The "principal reason for your being able to notice several "houses in bad condition is that the leases began to "expire last year, and the tenants have not been de-"finitely informed of the details of the new tenure of "the house lots that will be offered to them, though "they know generally that permanent feus will be "given at increased ground rents, with a small re-"demption fee for the buildings. When the new "tenure has been a few years in work I expect to see "the appearance of the village much improved. It "was not unnatural that some should fear to spend "money on house repairs in the last few years of their "leases, though some did so and built new houses "just before the leases expired, in full confidence that "the Duke would take no advantage of them.

"Newcastleton is, after all, no exception to the rule "that more land than enough to keep a cow or two, "or than a man, in full work otherwise, can cultivate "as a garden in his spare time, is no boon to him but "a snare. I do not think that there are any of the "small tenants of the village fields who live solely by "their produce. All are either working people in "some form, or have other means of livelihood, or "assistance from members of their family all over the "world. A certain proportion, too, are people who, "having earned a competence elsewhere, have re-"turned to the village. Though for many years I was "puzzled to understand, and even now do not fully "understand, how the people live with such evident "signs of modest comfort, I am satisfied that the "permanency of tenure of the houses, 99 years, and "the practical permanency of tenure of the fields and "stints, though these are in fact only yearly tenancies, "have much to do with the unique position of this "village. The place, as it now exists, could not have

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THE AGRICULTURAL LABOURER.

"been designed; it has just grown by force of circumstances above alluded to, aided by the national characteristics of the Border people, thrift, perseverance, hard heads and good constitutions, these last the result of a particularly healthy locality."

F.—Benefit Societies, &c.

Benefit societies made little use of by farm servants.

60. Benefit societies are scarcely made use of at all by agricultural labourers. The upstanding wage, paid to a man whether ill or well, removes all inducement. The general answer, therefore, was "no labourer goes "into one, though men in towns do." At some few places I met men who were members of a club, the Foresters being perhaps the one most popular, and a few men were Freemasons. The "Swinton Friendly Society," however, still holds its own, numbering between 50 and 60 members.

Cow clubs are well supported, probably a majority of the hinds who own cows insuring them. There is a very large club of this sort at Channelkirk at the head of Lauderdale.

G.—Trade Unions.

Practically no trade union or league at present.

61. Strong efforts have been made to establish a branch of the Ploughmen's Union in this district, and it seems to have taken some slight hold at Earlston, but "I don't think it has had much success, certainly "little or none in Lauder or Channelkirk, and quite "certainly no influence," was a remark made, with change of names, almost all over the district. "No "Union here and we don't want one," and "None "here yet, and hope there will not be; they only "do us harm," were the answers at two labourers' meetings.

H.—General Relations between Employers and Employed.

Relations between farmers and men friendly.

62. There is an admirably good understanding between the vast majority of the farmers and their men. Strenuous efforts to disturb the harmony have so far failed to achieve any lasting success. The men were just as decided about this as the farmers themselves. Possibly in some cases the feeling is taking a little hold, especially of the younger men, that they must get all they can out of the farmer and do as little for it as they can, but the frequent statement by farmers that the men would nearly always help them at a pinch, and a specific instance like this, namely, that three men of their own accord took it in turns to sit up through the night with a cow dangerously ill, without the master even knowing it till next morning, point to the friendliness existing. No doubt this has been much fostered by the custom, now waning, of having the boll wage, cow and potatoes, a custom which gave the feeling of farmer and men being, as it were, one family, who subsisted together on the produce of the farm, their common home.

I.—General Condition of the Agricultural Labourer.

The agricultural labourer well off in this district.

63. I have no hesitation in saying that the agricultural labourer in this district is well off both comparatively and positively. I think that the common phrase, "The hind "is the best off of all that have to do with the land," is no exaggeration. Generally comfortable houses, high wages, subject to no deduction for ill health or bad weather, incidental privileges and advantages, many of which have been indicated above, and work by no means excessive, all these things combine to make his position, in my opinion, far superior to that of the ordinary artisan and to that of many a city clerk. Bright, independent, and intelligent, it was pleasant to be brought in contact with him, as well as pleasant to see the signs of his material prosperity. If they are not their own enemies, I see little reason why this state of things should not continue. But that dangers of their own making are ahead of them can hardly be denied. That they should spend more on comforts, in travelling, or what not, is natural enough, and one need not wish it otherwise, but the more thoughtful among them fully recognise that too many are jeopardising the maintenance of their physical superiority by the new artificial mode of living and of their social status by their careless unthrift. It is obvious that the man, saving nothing and often flitting merely because he has involved himself in debt, is in a very different position from that occupied by the man with some hundreds of pounds put by, and instances of men with such savings are, or were till recently, common enough. A great many of the large farmers of to-day are men who, or whose fathers, took their first farms on such savings, shepherds in particular, a set of men for whom one can hardly find words of praise too high, having been thus pioneers of their own fortunes. Of course many save money still, and at Swinton the answer on the question of general condition was, "It is "as good again as it used to be; there is more saved "now than ever; we could not save at one time." Thrifty men, no doubt, can, and do, save more than ever. Granting that a hind with a large young family cannot do much more than make the ends meet, there is nothing to prevent the young hind receiving, say, 40*l.* a year, of which he pays his father from 20*l.* to 22*l.* for board and lodging, or the hind, with a grown up family working with him, from putting by money fast. There are many houses where the joint income is fully 150*l.* Those who save do probably, as said at Swinton, save more than could have been saved in the same time formerly, but reliable and widespread testimony is to the effect that fewer save. I could quote many statements showing that the men not only are, but feel, comfortably off. There was no dissentient when the cheery answer was made to me at a meeting:—"I "don't think we ever had so good a time. Wages "were, perhaps, at the top about 14 or 15 years ago, "but they were not much more than now, and "workers' wages are a good bit higher and things all "cheaper." As to this last point, another in another place made the remark that whatever the cost ought to be, things were "very little cheaper by the time they "got to them." Probably there is much truth in this too.

Poor relief.

64. Information given me as to the amount of pauperism also points to a high degree of prosperity. Each parish provides for its poor, and the rates are nowhere high. The aid is generally given in the shape of outdoor relief, and the district poor houses are almost without occupants, save a few half-witted people or aged persons with no relatives to look after them.

Hours and holidays.

65. The questions of hours and holidays were often discussed. I do not think that there is any strong feeling in favour of change in respect of either. For several months in the year even the ploughman, though with his horses to attend to, has very easy hours, for if he comes in early from the fields in winter, he does not have other work, such as chaff cutting or corn crushing, to do to fill up the time till 6 p.m., but can go home at once. Still, a full-time day's ploughing is hard work, and many men said that they thought a limitation to nine hours in the field would be a great boon, both to men and horses, and no loss to the farmer. There is no doubt that 9½ to 10 hours, especially on some land, is trying, and that if one could depend on convenient weather, the shorter time might suffice, but the weather constantly throws back ploughing so much that, even with the present hours, it is often impossible to get the land cultivated as soon as it should be.

As to half-holidays opinions differed, some wishing for them, some, though wishing for them, not seeing how the farmers could give them, others apparently not caring to have them. Horses and stock must clearly be attended to under any circumstances. Saturday, the day most convenient for the men, as enabling them to tidy up before Sunday or to get a longer spell from home if they want to go to a distance, is a bad day for the farmer as it means horses standing idle too long at a stretch, to their detriment. Some farmers have adopted the plan of letting men leave work at 3.30 p.m. on Saturdays from the time the turnips are sown to the beginning of harvest, or, which is much the same thing, from the time at which horses begin to be turned out into the fields for the night, to harvest. I think this amount of holiday, coming as it does when the days are longest and pleasantest, is a very great boon to the men, and not likely to injure the farmer.

As to holidays fixed by Act of Parliament, the verdict was unanimous that they were not desired. The utmost that any one said in favour of them was that it might be a good thing to enact that a certain number of days should be given in a year, leaving the actual days to be arranged either between the farmers and men, or perhaps by the county councils. Fixed holidays might obviously come when they would be little use to the men or be (as, for instance, if they came in the middle of harvest) disastrous to the farmer. The

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main objection, however, on the part of the men to any legislative interference is the certainty that it would curtail, not increase, their holidays and almost certainly be attended with loss of pay. As things at present are, men get a good many days' holiday and lose nothing. Two fast days, one or two hiring-market days, and the day on which the principal local festivity occurs (such as a local show, or, near Kelso, the Kelso races, &c.), are practically recognised holidays, nor, unless the farm work at the moment makes it impossible to spare him, does a farmer make the slightest difficulty about giving a man a day or half a day off, if he wants to dig his potatoes, or to go and see his friends on any occasion of sorrow or joy.

I have, &c.
(Signed) EDWARD WILKINSON,
(Assistant Commissioner)

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APPENDIX A.

*(Statistical Tables.)**

BERWICKSHIRE.

Registration Districts.	Acreage.	Population, 1881.	Population, 1891.	Valuation Roll Year for 1882-83.	Valuation Roll Year for 1892-93.
				£	£
Abbey St. Bathans	4,797	250	193	2,593	2,350
Ayton	6,699	2,040	1,827	16,610	14,391
Bunkle and Preston	9,189	726	672	12,138	9,738
Channelkirk	14,191	607	545	7,519	6,045
Chirnside	5,553	1,516	1,459	13,174	11,182
Cockburnspath	12,652	1,130	1,112	11,209	9,168
Coldingham:—					
Coldingham	24,021	2,676	2,479	31,157	25,818
Grantshouse		497	467		
Coldstream	8,320	2,561	2,388	20,390	18,684
Cranshaws	8,706	106	85	2,489	2,080
Duns	11,396	3,353	3,137	26,313	22,644
Earlston	9,968	1,767	1,784	13,848	11,606
Eccles	12,418	1,546	1,446	25,025	19,685
Edrom	9,545	1,514	1,361	21,863	16,400
Eyemouth	1,004	2,935	2,670	9,132	8,705
Fogo	4,652	468	420	7,946	5,590
Foulden	3,278	393	351	6,527	4,410
Gordon	9,713	832	843	9,865	7,923
Greenlaw	12,149	1,245	1,110	11,797	9,796
Hume and Stichill (part of)	4,099	407	366	5,858	4,283
Hutton	5,516	962	815	12,061	8,595
Ladykirk	3,380	438	339	5,980	5,506
Langton	7,139	505	417	7,424	6,202
Lauder	34,898	1,940	1,588	19,589	14,372
Legerwood	8,789	549	475	7,902	6,157
Longformacus	19,532	385	378	7,252	5,336
Merton	6,374	682	622	10,277	8,168
Mordington	2,939	367	324	5,296	4,338
Nenthorn	3,454	454	400	5,332	4,127
Oldhamstocks (part of)	2,345	119	95	?	?
Polwarth	3,000	227	203	2,621	2,330
Swinton	5,561	964	847	10,771	8,109
Westruther	14,630	671	615	8,963	7,690
Whitsome	4,896	560	573	8,633	6,539
Total	294,805	35,392	32,406		

ROXBURGHSHIRE.

Registration Districts.	Acreage.	Population, 1881.	Population, 1891.	Valuation Roll Year for 1882-83.	Valuation Roll Year for 1892-93.
				£	£
Ancrum	10,295	1,360	1,241	13,419	11,066
Ashkirk	8,330	362	318	4,884	3,962
Bedrule	3,917	269	246	4,303	3,510
Bowden	7,668	769	694	7,972	6,926
Castleton	67,858	2,256	2,023	20,681	19,056
Cavers (part of)	18,254	1,313	1,211	13,737	12,321

APPENDIX A—*continued.*

ROXBURGHSHIRE—*continued.*

Registration Districts.	Acreage.	Population, 1881.	Population, 1891.	Valuation Roll for Year 1883-84.	Valuation Roll for Year 1892-93.
				£	£
Crailing	5,966	638	600	9,461	7,014
Eckford	9,998	912	757	12,383	9,748
Ednam	3,849	613	581	8,922	7,100
Galashiels (part of)	2,814	213	162	?	?
Hawick	6,113	11,758	14,122	4,977	4,850
Hobkirk	16,193	662	631	11,041	8,806
Hownam	15,074	263	223	7,960	6,334
Jedburgh (part of)	22,535	4,851	5,167	23,834	18,859
Kelso	5,384	5,235	4,730	32,191	31,070
Kirktown	6,202	320	334	4,374	3,724
Lilliesleaf	6,672	718	649	7,988	6,813
Linton	6,393	543	468	8,263	6,122
Makerstown	2,865	381	401	6,809	5,015
Maxton	4,422	456	473	6,560	5,448
Melrose:—					
Melrose	25,794	4,519	4,325	39,901	35,666
Ladhope		422	450		
Minto	5,601	433	430	5,716	5,100
Morebattle	22,334	1,003	846	13,962	10,949
Oxnam	21,160	683	637	11,751	9,833
Roberton (part of)	17,936	317	276	?	?
Roxburgh	7,781	1,012	954	13,354	11,333
St. Boswell's	3,155	959	962	9,029	8,183
Selkirk (part of)	1,349	36	47	?	?
Smailholm	4,194	446	340	5,785	5,061
Southdean (part of)	27,929	724	672	10,777	9,554
Sprouston	8,635	1,026	1,006	13,510	11,121
Stichill and Hume (part of)	2,799	342	314	4,765	3,906
Teviothead	31,458	486	453	10,163	9,128
Wilton	8,760	5,782	6,434	9,614	8,881
Yetholm	5,960	1,045	884	7,550	6,381
Total	53,442	53,741			

* The particulars as to acreage and population are taken from Vol. 1, Census of Scotland, 1891 Table 1. Since the publication of that volume a supplementary volume has been published giving the area and population of the several parishes and counties as modified by the changes of boundary effected by the orders of the Boundary Commissioners. For the purpose of comparing the population of 1891 with that of 1881 the numbers within the same area at the two periods are required and are therefore given.

The result of the alterations of boundaries as regards the total population of the two Counties in 1891 is as follows:—

Berwick previous to alteration	32,406
„ subsequent to „	32,290
Roxburghshire previous to alteration	53,741
„ subsequent to „	53,500

The population increased in the 10 years from 1881 to 1891 by 299, or ·56 per cent.

APPENDIX B.

(Evidence.)

1. Notes of conversation with some farm servants at Mr. J. OLIVER'S, of Borthaugh, Hawick.

Most of the arable land here on the five-year course. It saves manure, expenses of breaking, &c. and gets better pasture. Do not think farms of under 40 acres any good by themselves; think farms of 50 acres and upwards might pay very fairly. The cost of live and

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dead stock for a 50-acre farm would not be more than 5*l.* per acre for a farm on the five-year shift. Cost put at:—

	£
Two score half-bred ewes and hoggs -	100
Three cows - - - - -	45
One horse - - - - -	30
Two pigs - - - - -	2
Poultry - - - - -	1
Cart - - - - - -	10
Plough - - - - -	2
Roller - - - - -	2
Harrow - - - - -	2
Drill - - - - - -	5
Threshing mill and gear - - -	40
Dairy utensils and other implements	3
Harness - - - - -	4
Total - - -	246

If rent was 25*s.* an acre, this with rates and taxes would come to about 73*l.* a year, so a man with 350*l.* could take such a farm, and have a little over for other expenses. He must not have any hired labour. A man and his son could work it well. Would have to club horses with neighbours for ploughing and other heavy work. Know a man near here who does pretty well with farm of 62 acres. He rears a good many calves, does not sell his milk. Where a family is small a man who has a cow kept often could spare some milk for sale, but if he sold all the great utility of the cow would be gone. We all have good dairies, so can keep the cream well enough for churning once a week. Difficulty in co-operating for butter-making by sending cream to an experienced butter-maker, and oftener than once a week, in the isolation of houses, which are not often more than two or three together, just the number wanted on each farm. The cottages now are mostly good, and have generally on ground floor kitchen, and another room, back kitchen, and milk-room, or a large closet and milk-room, and upstairs two bed-rooms and a meal-room. Generally, two fire-places downstairs and one upstairs. Most sleep in the kitchen. Though most of us do it, plan not really good. For one thing, it is harder to keep bedding clean. Some of the new houses built so that there cannot be any beds in the kitchen. There are no privies; a pity, as though few will use them yet, they would gradually do so. Often been hard to get hands enough. Believed to be less difficulty this year, perhaps from slackness of trade in towns. Women nearly impossible to get, most having gone away to the mills to get the bigger wages and to get away from the field work which they now do not much like. Often a family goes off to a town, and if all get work in mills and all live together so that lodging does not cost much, a lot of money can be made. Only come back to stables at 8 in the evening in the short hours of winter. Half holidays, that we know of, have not been made a question of at all about here, and we do not want them. But think if the ploughman's day was limited to nine hours in the field the farmers would lose nothing, and that it would be the greatest benefit to the hind that could be. Not only men but horses on land like this are about tired out after nine hours. Would like hours to be 7 to 11.30 and 1.30 to 6. Our hirings all yearly, and weekly or monthly hirings would not answer at all for us, because of the cow, garden, potatoes, and all our other arrangements with farmers.

2. Meeting in the house of the steward on the Brotherstone Farm.

There have been many changes this hiring time, partly from difficulty in getting women workers. These, for many forms of work, the best possible, and a man who can supply some, much in request. Women prefer the towns, because they think the work nicer and get higher wages. If they work at the mills, their expenses, at least till they become skilled hands, prevent their being really better off, but if they go into service they are much better off. The woman field-worker may get about 24*l.* a year, the one in service, say, 16*l.* a year and her board. The former cannot board herself on 8*l.* Much of the mill work is by the piece, and a skilled hand may earn very high wages. Many women, however, still prefer the country life. One present supplies three women workers, and they are quite content. A good few Irish come for harvest, but not often in time for turnip thinning. About here the men very good, but elsewhere not uncommon to see lads or others in charge of horses quite unfit for the work, most likely from employer having been obliged to take them on to secure the women workers with them. No fault to find with the hours. Set winter short hours against summer long ones. Possibly true that in some cases, farmer as well as man would be the better off for a nine hours' day for ploughman, as on some soils men and horses are both tired out after about nine hours. Do not come back to supper up the horses. In winter, when work is light, no need to give a fourth feed, though it might be better to divide the third feed, and when longer days and harder work make fourth feed wanted, steward gives it when he looks round last thing before going to bed. A little break of about 8 to 10 minutes usually made about 8.30 a.m. for a bite and drink of tea, a custom which, if not necessary in winter, has crept in and cannot be altered now. Have drifted now into a money payment mostly, that is, money with cow kept and potatoes given, and seem drifting to money payment altogether. The loss of cow and potatoes will be worst thing possible for farm servants. For one thing all wages are now upstanding, and man loses nothing for having a day's holiday or for illness. With other plan no doubt farm servants would get treated like artisans or other workers, and "no work no pay" come in. On cash wage ploughman gets about 12*s.* a week, cow kept, 1,200 to 1,600 yards of potatoes and house. Shepherd about 16*s.* a week and same allowances. Value of cow depends much on district and nearness to towns. Hereabouts 14*l.* a long price to allow, as a single cow's milk cannot be churned more than once a week, and cream goes sour. Most cottages pretty good, but three rather inferior, and it is to be hoped will be improved. Allotments no good at all for farm servants. More small farms wanted, but nothing under enough to keep pair of horses, say, 60 to 70 acres, any good. Holidays fixed by Act of Parliament would do us harm, and so as to half-holidays, especially on Saturdays, from harm to the horses. But in summer, from when horses go out to grass up till harvest, say, for nearly two months, think part of Saturday afternoon might be given. As to whole holidays farmers are really good, and, if possible, always give a man a day off when he wants it for lifting his potatoes or anything else he wants to do. No union here, but believe a branch began at Earlston. Do not know whether it still exists. The unions do a terrible lot of harm. Do not think it advisable to have cash part of wages paid more than once a month. As often as that desirable, but more usually here paid only quarterly.

(3.) Mr. JOHN CLAY,* of Kirchesters, in the parish of Sprouston, in Roxburghshire.

Farms the Kirchesters Farm of about 1,250 acres, mainly arable, near the northern boundary of Roxburghshire and the Plenderleith Farm, a large hill farm in the south of that county: also the hill farm Wedderlie of about 2,300 acres in Berwickshire, on the southern slope of the Lammermuir Hills. Regrets that there is so much flitting or changing places every hiring time, but thinks it often less by the hind's wish than his children's. A lad may be growing up, wants pair of horses, and there is not one to give him, so hind goes to the hiring to see if he can get a double-hind place. Not so common here, as in the north, for men to throw up their engagement after arranging terms and taking their 1*s.*, or "arles," *i.e.*, engagement fee, though sometimes, if a man repents of his choice from hearing of a place he likes the sound of better, or from hearing bad account of the place he had taken, he will come and return the arles, generally doing this on the market day or a few days afterwards. There is no redress nowadays for his breach of faith. He should be fined, as it may inflict great loss or inconvenience on a farmer, who may not be able to find anyone late in the day. No good to compel him to go to a place against his will, to be perhaps a bad servant for a year. Cottages now make great difference in ability to get hinds. They are increasingly particular, and want of good houses is often the cause of scarcity of men. Many villages are decreasing so there is little encouragement to build. Landlord, the Duke of Roxburgh, or rather the grandfather of the present young Duke, done much in building and improving, and so have Duke of Buccleugh and Marquis of Lothian. Fine landlords all. Floors should be of cement or boards, the former preferable as being more durable if good and fairly used. Rubble soon wears into holes, and many will not go into house with rubble floor. Many have written agreements with hinds; does not himself, save for occasionally giving them a

* Mr. Clay was a member of the Royal Commission on Agriculture, 1879 (Richmond Commission).

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memorandum at hiring time, but everything entered in ledger and regular debtor and creditor account kept with each man. Even if land was suitable here for growing potatoes, as round Dunbar, which it is not, could not get hands enough here. Could only be obtained by importation from the larger towns, which could only be done on farms within easy reach of such towns. At Dunbar, as many women as wanted can be got, who are employed in herring curing at other times. Thinks the hind the best off just now of anyone having to do with the land. Wages much higher than they used to be, save in one very high year some while ago, and things cheaper, but fears there is no more saved; in fact, thinks reverse is the case. Not so very long ago the savings in one bank of men who came regularly and paid in their 5*l.*, 6*l.*, or even 10*l.*, amounted to 70,000*l.*; now they have dropped to under 42,000*l.* Undoubtedly a falling off in strength and health. The use of the whitest flour, *i.e.*, flour with all the virtue taken out of it, and of tea and various groceries in place of oatmeal and milk and other strength-giving food, is fast losing the Scotch their pre-eminence for grand physique and vigour. Thinks that small holdings, if gradually brought in by easy machinery, might do a good deal to keep people on the land and regain the lost prosperity of our villages, by giving blacksmith, joiners, &c., as much land as they could work profitably without interfering with their regular trade. A man without money enough to take a small farm, might take a holding limited, say, to 10 or 15 acres. If of former size, about six to be for summer grazing, four for mowing. Anyhow, size must not be enough, and there must not be arable enough to require a horse. Also, arable would require a steading and make rent too heavy. Cultivation should be directed to dairy produce. Thinks that with good dairy manager for a wife, man past prime of life might get on with such a small holding. As it is, few young men remain on the land. Farms carried on by hinds and their young children. Young men go away to drive lorries or omnibuses, or as gamekeepers, railway porters, or policemen, and seldom stop unless married and wishing for a house and allowances. The hill shepherds, a magnificent set of men, often for generations on same farm, changing less than the farmers themselves.

Specimens of wages are for a head steward :—

	£	s.	d.
Cash	25	0	0
3 bolls of barley at 19*s.*	2	17	0
3 loads of oatmeal at 36*s.*	5	8	0
2 loads of flour at 32*s.*	3	4	0
Cow kept	9	0	0
1,800 yards of potatoes	5	12	0
Coals driven	1	0	0
Meat in harvest	0	15	0
2 pigs given	2	0	0
House and garden	5	0	0
	£59	16	0

A second steward the same, save for 18*l.* instead of 25*l.* in cash.

	£	s.	d.
Hind, 13*s.* a week	33	16	0
Cow kept	9	0	0
1,600 yards of potatoes	5	0	0
Coals driven, and given at 1*s.* 6*d.* under station price	1	0	0
Meat in harvest	0	15	0
House and garden	4	0	0
	£53	11	0

Other hinds, same as above, but without cow, which deducts 9*l.* with 15*s.* a week wage, which adds 5*l.* 4*s.*, leaving value 49*l.* 15*s.* Other hinds again, same as above, but with cow put on for them which, as worth well 14*l.*, adds 5*l.*, but with 12*s.* a week, which deducts 2*l.* 12*s.*, making value 55*l.* 19*s.* With women it is common to give them their dinner in harvest, or an equivalent in money, and also to give them 15*s.* or 1*l.* as a fixed extra wage for harvest, instead of altering the normal weekly rate of wages. The above wages are what may be called up-standing, as there are no deductions made for ill health, or days when they are off work. And generally the farmhouse is often looked upon as a soup-kitchen to supply the needs and requirements of the sick and the suffering.

(4.) Mr. CUNNINGHAM, of Glen Douglas, near Jedburgh, factor to the Earl of Home.

The estate here, known as the Jed Forest Estate, consists of about 25,000 acres in 16 farms. Three farms are 30, 70, and 80 acres respectively, the other 13 all large. Also a few small holdings or crofts in Southdean on yearly tenancies with house and grazing, and mowing ground enough for two cows, let at 5*l.* 5*s.* a year. Estate well wooded; trees on hills planted in circular clumps for shelter. Not much sold off estate as it is all needed for repairs and upkeep of fences. None of the land here worked on four-year shift; it would not stand being broken so frequently. At same time, if land is poor the grass itself dies out, and three years the limit of time for leaving lea to stand. A five-year shift practically the recognised one just here. Lime is required periodically for most land here as also in Berwickshire, except on some of the heavy Merse land. Number of cottages wanted entirely dependent on nature of farm. Two to 100 acres generally wanted on a low-lying rich arable farm, very few on moorland hill farms. Thus, have four cottages on Swinnie of 1,290 acres, with 190 arable; eight on Bairnkin of about 1,050 acres, with 653 arable; six on Mervinslaw of 1,262 acres with 400 arable; five on Hyndlee of 4,985 acres, all upland pasture, and so on. The steadings been repaired or rebuilt lately, and now in very good order, some with covered yards, &c. Cottages either new, or, if old, repaired and altered and brought up to modern standard, and most, if not all, in perfect sanitary order as regards drains, outhouses, &c. Floors usually cement. Pigstyes in many cases now moved quite away from the houses. Estate foresters are paid 18*s.* a week, the foreman forester 20*s.* a week, and all have firewood free. They pay 2*l.* 10*s.* rent for their cottages, and do not pay any rates. Cost of building a good comfortable cottage with good sanitary arrangements and with kitchen, two rooms, milkhouse, back kitchen, &c. will be about 200*l.* if tenant does all carriages of material free, if not it may add 50*l.* more to cost. There is getting to be more and more every year a greater scarcity of female labour in the country; a great many young country women going into towns to service, and also to be mill-workers. There seems to be also much more unrest among country labourers now than 10 or 15 years ago. As each Whitsunday term comes round, they very often change their situations without apparently any good reason.

(5.) Dr. ROBERT SHIRRA GIBB, M.B., J.P., of Boon, Legerwood.

Has 12 cottages, all occupied; one by steward; two by shepherds; one by groom, who assists in breaking in young horses, and does other work on farm at times; one by byreman; one by rabbit-catcher (a general labourer); one by old man who looks after garden and ground; one by spade hind who ploughs in winter with young horses; four by regular ploughmen. The above are all married men with families. These families supply two young ploughmen, one young shepherd, and four full women out-workers, one boy who gets full worker's wages driving odd horse, &c., four half-workers (viz., three boys and a girl), and two other women who work as required. Groom, a monthly servant at 16*s.* 6*d.* a week, with house and garden, has only been in present place since Whitsuntide 1892, but arrangement seems satisfactory. Of the others one has been 17 years in present situation, five have been 13 years, and rest from two to seven years. Rabbit catcher has house and garden free, but is not hired by year. He works at drains and ditches by piece, and occasionally does some farm work as day work at 3*s.* a day. He takes the rabbits at a yearly rent. The old gardener gets 1*s.* 8*d.* a day when he chooses to work, making probably about 20*l.* a year. He and all the others have house and garden free. These others all hired by year, getting the small or Lauderdale boll (*i.e.*, 65 stone of oatmeal and 3 bolls or 18 bushels of barley); cow's keep (*i.e.* grass in summer, 4 lbs. of linseed cake, straw, and use of byre in winter), potato ground up to 1,600 yards with dung and horse labour, three cartloads of coals at Hill price (*i.e.* price at the pit mouth) driven free in summer, and (except in case of shepherds who have sheep kept) varying sums of money. The steward's and two shepherds' wages equivalent to about 60*l.* a year. Ordinary ploughmen, the wages in kind above detailed and 21*l.* a year in cash, settlements being made half-yearly at Martinmas and Whitsuntide; first ploughman, or ploughman steward, who has a general charge of the stables and directs his

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comrades, 1*l.* extra. All out-workers paid monthly, as also the young ploughmen and shepherd (who get about 2*s.* a day, or about 32*l.* a year), if they desire it. Six of the householders have cows of their own: gives use of cows of his own to four others. The byreman does all the work connected with the cattle for all the seven days of the week, being assisted by his son. Ploughmen feed and groom the horses, each doing his own pair, coming back for that purpose in the winter months whenever they like between 7 and 9. They prefer returning to waiting to finish off before going home. Horses leave stables at 6 a.m. and 1 p.m., and fields at 11 a.m. and 6 p.m., except where field is more than a mile away when they may leave it 10 minutes sooner. A few minutes allowed mid-yoking for a little refreshment when convenient. Dinner given at harvest to all servants at work in field, consisting of 1½ lbs. of bread and quart of harvest beer. Work in harvest does not begin till 7 a.m., but the hands only stop work for one hour at midday, and do not leave field. Extra hours may be called for at harvest, during which food supplied about every three hours by farmer. Turnip thinning sometimes done by ploughmen's wives by piece at 7*s.* to 7*s.* 6*d.* an acre. Irishmen (who mostly come from Donegal) often taken on during turnip thinning at 7*s.* to 9*s.* a week, and for harvest at 16*s.* to 20*s.* a week, with board and lodging always given. Full out-worker's wages 9*s.* a week, with 1*l.* extra wage for harvest; half worker's wages 9*d.* or 1*s.* a day, with 10*s.* extra for harvest. Above a fair statement of earnings of agricultural labourers in this district on farms of this class. Possibly the wages slightly over the average, but the Lauderdale boll or "gains" and 21*l.* cannot be considered from the farmer's point of view as more than 12*s.* a week with cow's keep, potatoes, and house, though worth rather more to the servant. If a servant, from having but small family, cannot use all the gains, he should be allowed the full market price by the farmer for his surplus, so as not to have to sell at a disadvantage. Might be so arranged by agreement. Well to have agreements in writing mutually signed. Cost of cow's keep generally taken here at 8*l.* Servant often makes a considerable sum by his cow. The potatoes are probably worth 4*l.* to 5*l.* to servant, though actual cost to farmer may not exceed half that sum. All can keep one or two pigs, and pigstyes are provided. In this way superfluous meal or barley can be advantageously used. As a rule it seems that servant taking part wages in kind feeds his family more cheaply and better, and is generally more comfortably off than those with all money wage, and especially if farm is far from shops and necessarily dependent on merchants delivering goods, which entails enhanced price. The cottages, though conveniently situated are not very good at present, but plans are being matured by which each cottage will have kitchen, two sleeping rooms, pantry, milk-room, and coal cellar. Water is good and abundant. Families healthy and contented. Parish school (where education free) about two miles off. There is a room in the steading known as the "bothy" available for use of the servants for meetings, reading, or recreation. Relations between master and men have always been most cordial. Servants never refused a day away when asked for, and at least once in the year at a slack season get the offer of a day or two to see friends if they choose, an offer not very largely taken advantage of. Earlston hiring day, one of the agricultural show days, and two fast days are recognised as general holidays.

(6.) Mr. WALTER HADDON, of Hawick, Manager of the Royal Bank, and factor for the Cravers Estate, the property of Mrs. Palmer-Douglas.

The estate, about 10,000 acres, of which about 3,000 are moorland and 500 woodland. The largest farm about 2,000 acres, much being moorland, and four pairs of horses kept. Several between 100 and 500 acres. Reckoned that a pair of good horses are wanted for every 20 acres of fallow, that is one pair of horses for every 100 acres of arable land cultivated according to the five-break course of husbandry. There has been a great change in farming of late years. Land used to be regularly worked on the four and five-break system, but, as corn growing has ceased to pay, more breaks have been made, so as to have more grass and a less frequent rotation of crops. In this way, land which according to the five-break system, was allowed to remain in grass for only two years, may be allowed to remain for three, four, five, or even more years, thereby saving expenses in labour, horses, and manures. In order to allow the tenants some latitude with regard to the length of time that fields may remain in grass, the new leases on the estate, instead of prescribing any particular shift or course of rotation, prohibit more than a certain quantity of lea being ploughed in any one year. In this way the tenant of each farm is allowed to find out by his own experience whether it is most profitable to plough the full quantity of lea allowed to be ploughed by the lease or a less quantity, and in order to prevent the tenant from altering his system during the last three years of his lease and ploughing more than he has been doing in previous years, he is bound, at expiry of tenancy, to leave the breaks of corn after lea, corn after fallow crop, fallow and young grass of equal size or as nearly so as the sizes of the fields will permit. Is not aware of similar conditions having been adopted on any other estates in the district. Small farms usually let on yearly tenancies; the larger ones on lease for from 10 to 19 years. The term used to be at least 19 years. Now tenants often prefer the lease for five years only, or if it is for a longer term, that it should be breakable by either party at every five years. But a five years lease gives little or no encouragement to a tenant to improve his holding and enables him, if inclined, to run a farm out, and leave it in an impoverished condition. Women workers getting yearly scarcer, which makes it difficult to get turnip work, such as hoeing, singling, shawing, storing, &c. done, and consequently more Irish are employed and earlier in the year than when only wanted for harvest. Differences in amount of labour required for securing turnips. The best farmers are very anxious on this point. A hard winter destroys a large proportion of those unsecured. Yellows, mostly grown for moorland ewes, can be sufficiently protected by laying three rows together and slightly earthing up with a plough. Swedes, mostly grown for fattening cattle and sheep, must be secured more thoroughly. After shawing and rooting (the equivalent to, in England, topping and tailing), they are either taken to the sheds or to the stackyards where they are covered with straw, or, if meant to be cut for sheep to eat in the fields, are placed in heaps there and covered with straw and mould. Most important work, and too often neglected. Much land, especially the heavy clay, of which there is much in the district, requires draining or better draining. Hard to see how the majority of landlords can do it. Is doing some now. The drains cannot, to be any good, be more than 15 feet apart, and 13*d.* a rood (of six yards) at three feet deep is the price now being paid on stiff clay land for cutting and filling in, the pipes being laid by other men. The main drain half a foot deeper. It takes a good man to make 3*s.* 3*d.* per day at draining on this particular land. The cost is at least 10*l.* an acre. If tenant is to pay 5 per cent. it adds 10*s.* an acre to the rent. The landlord generally has to borrow from some Land Improvement Company at from 6 to 7 per cent., a rate calculated to pay off the principal in 21 years. With present price of produce and at that rate for borrowing money, it, unless the soil is of really good quality, pays both tenant and landlord better to leave the land undrained, a distinct loss to the community. Drainers and hedgers the only men on the estate whose work is by the piece. Hedgers, when there is no hedging or allied piecework, are employed at general estate work and are paid 3*s.* a day. The prices for hedgers' piecework are, for switching from 4*s.* 2*d.* to 5*s.* per 100 roods, and for reducing from 2*d.* to 4*d.* per rood (rood=6 yards), according to size and strength of hedge. The cash wages for the estate servants are 21*s.* a week for the foreman woodman, 18*s.* for some of the woodmen and 17*s.* for others, 20*s.* a week for the joiner, and from 18*s.* upwards, varying with their piecework, for the hedgers. All have a house and garden rent free, a certain quantity of firewood free, and coals carted free. All these estate men have the Saturday afternoon free. A Saturday half-holiday hardly workable with agricultural labourers. In times of pressure, like turnip sowing or hay and corn harvest, every hour of vast importance, and from Saturday noon to Monday morning too long for horses to be standing idle. The men see the difficulty and, as in most cases, they and the farmers are excellent friends, no trouble is made. Holidays for agricultural labourers fixed by Act of Parliament might seriously interfere with the profitable working of a farm. As it is, men can always get days off to go to fairs, to visit their friends, &c. Enforced holidays would often come when of no use to the men, and would lose them the days which they now get as wanted. With a changeable climate, one day wet and another dry, and seasons,

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sometimes late, sometimes early, no generally and certainly convenient days could be found except perhaps in the dead of winter. There is a sale at Hawick every alternate Monday. The occurrence of the Bank holidays on these days is an extreme inconvenience to farmers and others at the sales. Inclined to think that the cry for small holdings of five to 15 acres or thereabouts is, in the main, factitious. Has close to the village of Denholm 46 acres now in hand, to be let as a whole or in parts, but no applicant. Late tenant, once a butcher, kept two horses, and when no farm work was on hand, did the carting of road materials for the district, and by this and other contract work, but not by the farm alone, did very well. Has another 40 acres also to let near Denholm. Has just succeeded in letting six acres of it at 9*l.* to a blacksmith. The ground to remain in pasture, and he to be allowed to mow one-third each year, and to put all the manure from his byre on the mown part. This sort of small holding the best for the tenants as requiring little labour, but the people to whom any such small occupations are useful are tradesmen and mechanics, or other people with other vocations. Useless to hinds who have cows kept for them by the farmers and useless as a means of "wedding the agricultural population to the soil," as no living can be made out of them unless they are very near some populous town and can be worked as market gardens. Nothing under 40 acres of any use as a farm. A fair number of applicants for farms between 40 and 100 acres from hinds who have saved money. With good seasons, and good luck they may make a living but would not be so well off as hinds. As to the small five to ten acre holdings as a means of livelihood, a late proprietor of the estate introduced them many years ago. The holders were called crofters but were not strictly so technically. Some proved lazy, others worked, but rather for other people than on their crofts. Almost all got in arrear with rents; in every case the crofts were miserably cultivated. Have of late years gradually got them laid down to permanent grass, and the crofters have fortunately nearly all disappeared, the grass crofts now being mostly in hands of estate labourers, to whom, as having constant work elsewhere and no cows kept for them, they are a great acquisition.

(7.) Mr. James Mein, of Hunt Hill, Jedburgh, proprietor of large farm there, and tenant of large farm at Lamberton, near Berwick-on-Tweed.

Hind is much same as ploughman, and means a man working and having charge of a pair of horses. A spade-hind is a generally useful man, who can do hedges, drains, &c., and does not have horses. A double-hind is a man who, besides engaging himself, engages to find another man also (generally a son or other relative) for a year. Money payment tending to supersede payment in kind. If paid in latter form, and men sell much of the grain and potatoes supplied, they lose at bad prices, but prices make no difference to those who consume the same as of old. The substitution of white bread, tea, coffee, &c. for the nourishing food which made the Scotch race what it was is a terrible misfortune, and the grocers' carts that go about, with the encouragement given by too many grocers to the people to get into debt, as well as to buy drink surreptitiously, are a curse to the country. Having got into debt is frequent cause of men's flitting. Knows of a hind heavily in debt with income of over 150*l.* a year, earned by him and family. Where no boll or payment in kind, hind's wages are 12*s.* to 13*s.* a week if a cow is kept for him, 14*s.* to 15*s.* if no cow; 1,600 yards of potatoes, and five cartloads (16 cwt. a load) of coal at 6*s.* or 7*s.* a load, and delivered free at his door, and 1*l.* in lieu of harvest meat. The 1,600 yards of potatoes worth 5*l.*, and if only half taken, 2*l.* 10*s.* given in lieu. Cow's keep taken at 9*l.* Income without cow, putting house and garden, which are always given free, at 4*l.* is 38*l.* + 4 + 5 + 2 + 1 = 50*l.*; with cow 32*l.* + 9 + 4 + 5 + 2 + 1 = 53*l.* As a rule, a man who has a cow on this system of money payment supplies a worker, and gets the higher wage in consequence. Cow used generally to belong to hind; perhaps does so most usually still; but young men comparatively seldom save anything now. If cow is farmer's, less wage is paid, and calf, which belongs to the farmer, has to be kept by the labourer for one week. Generally special stipulations made as to cow's keep, as that she shall be on good grass from 28th of May (the usual time of entering a new place) to middle of October, with turnip tops, (Scottice 'shaws') thrown down in fields, and, when brought up to the byre for the winter, either so many cartloads of turnips (usually six) for winter keep or three pounds a day of linseed cake. If man stops on in his place, 15th of May usual time for turning cows out. The farm steward's cow generally stands beside the farmer's in a different byre and is attended to by the byreman, but as a rule, other farm servants look after their own cows in the way of giving them the cake or turnips allowed, the byreman giving them straw and keeping byre clean. The 2nd hind in a double hinding is paid entirely in money. Receives from 35*l.* to 40*l.*, according to bargain, and is usually paid quarterly. Other hinds usually paid monthly. Two forms of boll wage, the big boll and the little or Lauderdale boll. Former 10 bolls of oats, four of barley, and one of peas or beans, with 10*l.* to 12*l.* in cash, latter 65 stone of oatmeal, and three bolls of barley with 18*l.* to 20*l.* in cash, in either case house and garden free, cow's keep, and 1,600 yards of potatoes being given. Women generally receive 9*s.* all the year round in Berwickshire and in much of Roxburghshire 1*l.* extra for harvest wages and 5*s.* a week for harvest meat; this during the time of cutting, tying and stooking only. In parts of Roxburghshire women's wages 10*s.* for the summer half, and 9*s.* for the winter half, and in some cases the 10*s.* paid during three fourths of the year. Since the March hirings this year have taken place, nearly all outworkers get 10*s.* summer half of year and 9*s.* in winter half. Cottars is name given to women taking a house, in that case often called a cothouse. They are women workers, but this name more usually given to the women whom a hind engages to find. The cottars engage independently. Wages usually 1*s.* a week less than those of ordinary out workers, but they get 800 yards of potatoes, one or two bolls of barley, three loads of coal as above, harvest wages, and money in lieu of harvest meat as above, and house rent free. Byreman or cattleman same wages as hind. Boy driving single horse generally earns 9*s.* or 10*s.* per week, 18*s.* to 20*s.* per week in harvest, and 5*s.* a week extra for meat during cutting time in harvest. Lad with his first pair of horses starts at about 32*l.* Shepherds in Roxburghshire generally have the big boll and their, "pack" *i.e.*, a certain number of ewes and hoggs kept for them. The "pack" is the shepherd's own property. They have cow kept, 1,600 yards of potatoes, house and garden free, and coals as other men. The pack on a medium sized mixed farm is nine or 10 half-bred ewes, with three or four ewe hoggs. Value of pack very variable. Shepherds this year have suffered as much as the farmers. A fair estimate is 15 lambs from 10 ewes at 25*s.* = 18*l.* 15*s* 0*d.*; three ewes sold at 42*s.* = 6*l.* 6*s.* 0*d.*; wool of 13 sheep, say 3*l.* 5*s.* 0*d.*, or total of 28*l.* 6*s.* 0*d.*, from which deduct say 3*l.* 6*s.* 0*d.* for price of three ewe hoggs, and 1*l.* for insurance, and 24*l.* is left. This estimate would be much too low for past years. All our men's wages are upstanding, that is, paid whether a man is well or absent from illness, and no matter what the weather. An absence of six weeks on end for illness would be allowed without demur, and sometimes longer. Women workers are not paid when not working. Little piece-work done, but extra hands, generally Irish, sometimes hired to do turnip singling, after the horse scuffler has weeded between the drills. Price generally 1½*d.* per 100 yards, which, as an acre has 6,222 yards with drills at 27″ interval, works out about 6*s.* 6*d.* an acre. Three women should do an acre a day. On a farm with early harvest Irishmen generally engaged at 15*s.* to 16*s.* a week, and at 20*s.* on a place with average harvest, with meat in every case, consisting of porridge and milk for breakfast and supper, beer and a harvest loaf for dinner. The scarceness of hands or the contrary makes a deal of difference. The "four hours" is name given to a drink of beer often given in afternoon when men are wanted to work late. The full hours of work in summer for hinds are 6 to 11, and 11 to 6, they leaving stables for fields at 6, and fields for stables at 6. Both in winter and summer get to stables about ½ of an hour before going out to work, take 20 to 25 minutes to clean out and feed horses, when home to breakfast. A custom of taking 10 minutes or so for a second breakfast in the fields soon after 8 has crept in. It is an encroachment on farmer's time, is bad otherwise, as keeping horses starving, and is obviously not wanted at all in the winter, when they are hardly into the fields before 7.30. About 30 minutes finishes the evening stable work, and it is only in the short winter months when the horses are in very early that men return at 8. At other times the steward goes round to see that all is right, and give any balance of food.

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SPECIMEN OF AGREEMENTS.

1. A hind with one women worker :—

"Myself 15*s.* a week (house and garden free), 800 yards of potatoes (I finding seed) and 2*l.* 10*s.* for other half, 1*l.* for harvest meat, 5 loads of coal (of 16 cwt. each) at 7*s.* a load delivered; my sister 10*s.* for three quarters and 9*s.* for other quarter of the year and 30s. extra to cover both harvest wages and meat."

2. A cottar :—

"1*s.* 6*d.* a day (house and garden free), 30*s.* extra for harvest including meat, ¼ load of coal at 7*s.* 6*d.*, 1 boll of barley, and 800 yards of potatoes."

3. A hedger :—

"17*s.* a week (house and garden free), 800 yards of potatoes, 1*l.* for harvest meat, 5 loads of coal at 7*s.*"

4. A shepherd :—

"39*l.* in cash (house and garden free), cow kept, 800 yards of potatoes, 5 loads of coal at 7*s.* and to board an assistant during lambing time at 10*s.* a week."

8. Mr. OLIVER, of Howpasley.

Farms about 3,800 acres of hill farm, only 60 being arable. Duke of Buccleugh proprietor. Common pack for hill shepherd is about 50 out of every 30 score (Cheviots). His young single shepherd's pack 35 out of 20 score, and when it was laid on it was calculated to be worth about 25*l.* a year. Rent calculated by number of sheep farm will carry. In 1889 had 2,030 ewes and hoggs clipped, and had 1,448 lambs alive at shearing time; in 1890, 2,190 ewes and hoggs, and 1,521 lambs. Twins not been plentiful of late years in the hills, sometimes hardly enough to make up losses by death. About 7 per cent. reckoned on as loss by death among sheep over six months old. 3½ lbs. a fair average weight for Cheviot fleece and price now but little over 9*d.* a lb. A half-bred sheep's fleece should weigh about 6 lbs. A black-faced sheep's between these two, but it is less valuable than Cheviot's or half-breed's, not worth much over 6*d.* a lb. Keeps four shepherds and two hinds with one pair of horses and odd horse. Often not enough work for the two hinds but too far from any village to get any casual labour. Start work at 7 a.m., and stop for two hours in middle of day. No hours in hay or harvest time. Shepherds at lambing time very long hours, but not up all night so much as on low farms, as the Cheviot ewes are not folded but lamb about the hills, and cannot be found in the dark. Married shepherds' earnings, keep of 48 ewes, of two cows, and of one or two pigs, 60 stone of oatmeal, house and garden. Their coals or peats carted for them They have to provide milk in lambing time, and keep and pay wages of boy in summer. Single shepherd boarded in house, has his pack of 35. A hind's wage, 60 stone of oatmeal, 500 yards of potatoes, four tons of coals, house and garden, and 27*l.* in cash, worth (5*l.* 8*s.*+1*l.* 10*s.*+4*l.*+4*l.*+27*l.*) about 42*l.* Women workers very valuable, especially in his case, as away from any supply of labour. Has just engaged young hind, whose mother, brother, and sister are all ready to work by day as wanted. A mistake to overdrain the hills, especially by up and down furrows. It destroys the hay. Can generally cut hay with a machine, but this year owing to the plague of voles or field mice, the nests of which catch on the fingers of the machine and choke it, could not do so, and had to hire two odd men for two months to mow at 1*l.* a week and their food. Some signs of the vole plague diminishing in this district. The hay cut in certain good plots or areas dotted about the hills and there stacked. Shepherd's pack represents considerable capital. 48 ewes, two cows, and two pigs not much under 150*l.* To show how farmers and shepherds have been hit, the sales by one of the shepherds of ewes, lambs, wool, etc., produced in 1889 41*l.* 13*s.* 3*d.*, in 1890 45*l.* 9*s.* 8*d.*, in 1891 26*l.* 19*s.* 8*d.*, and in 1892 22*l.* 0*s.* 3*d.*, while the young shepherd's returns were for the same years 23*l.* 19*s.* 4*d.*, 21*l.* 9*s.* 6*d.*, 21*l.* 7*s.* 5*d.*, and 14*l.* 6*s.* 9*d.*

(9.) The Right Honourable LORD POLWARTH, of Mertoun House, St. Boswell's.

Farms in and around Mertoun about 3,000 acres, and a hill farm of 1,200 acres above Hawick; also 1,200 acres in East Lothian.

The hill farms require but little labour except where there is arable land in connection with them.

Hill shepherds have about 42*l.* money, 2,000 yards of potatoes, and get the keep of one or two cows, with leave to keep poultry and pigs. Single shepherds of course get less, say 35*l.*

Prior to the abolition of the corn laws, much land on the high ground was cultivated, not so much for marketing purposes as for the maintenance of the people, many of whom were hand-loom weavers, weaving the wool produced in the country.

With the reduction in the price of corn and especially with the introduction of steam-power, these people left the country districts and went into towns where their position, although less romantic, is decidedly more comfortable than in the former days.

Natural economical laws have caused the abandonment of these small holdings, few of which exist now except in connection with the trades of blacksmith and carpenter.

Still, farm servants who have the keep of a cow, from 500 to 2,000 yards of potato ground besides free house and allotment ground in the shape of gardens, have practically small holdings as part of their wages, while receiving a steady money wage as well. Their position is much more secure as regards income than is that of the small farmer, inasmuch as it does not depend upon the seasons. They are secure of them for a whole year.

Even when sickness occurs, the law provides six weeks wage, but few masters take advantage of this short limit, and as a rule are generous towards their people in times of sickness. Under all circumstances the house and everything but the money is secure for the 12 months of the engagement.

Small holdings are not much asked for in this district for the above reasons, and only those who have another trade can turn small holdings to account in a purely agricultural district.

Knows of villages where once there were many small holdings, which have gradually decayed owing to the tradespeople who formerly obtained a livelihood there, having migrated to the country towns near the railway.

With regard to the size of small farms, much must depend on the class of land and the situation.

Thinks that farms should not be of less size than to employ a pair of horses, where other work such as cartage can be got; but, as a rule, farms in a purely agricultural district should not be of less size than to employ two pairs of horses, because the cost of building upon the very small holdings becomes too heavy a burden for the amount of land.

Believes in a system of promotion among farm servants, so that ploughmen become foremen, then stewards. This encourages men of intelligence and superior education, and acts as a stimulus. Careful men who have saved money as farm-stewards, make excellent farmers, having had practical experience and education under good masters.

Has ten steward's in his employment who all began life as ploughmen.

Near the Border district there is no difficulty in getting good ploughmen; women-workers are now scarce, and men with daughters in their families can always obtain good places, and the girls earn from nine to ten shillings a week, so that in large families, when the wages are all added up, the amount is considerable. Of course, while the ploughman's family is young, he has a harder time of it, but the cheapening of food and free education materially assist him.

No doubt with the depression in agriculture it has become the problem how to economise the labour upon the farm without reducing the number of people upon the land. Is of opinion that improved machinery and appliances will gradually tend to reduce the amount of manual work in the production of crops, but, if capital can be made available, the amount of labour need not be reduced, but rather increased by its application to the feeding and care of a larger amount of live stock. In this way the work of the agricultural labourer may be lightened and made more agreeable.

Has always found that men in charge of stock are most anxious and most assiduous in attending to their charges. They take as keen an interest in them as if they were their own, and spare no trouble by night or day in attending to them.

In some districts the difficulty of obtaining out-workers (female workers) is great, owing to the demand for their services in towns.

Has for more than five and twenty years had a small colony of boys in charge of a man who looks after their home life and education, with the result that, as these boys continue their studies at an age when many others leave school, they become better than average scholars.

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Takes them from all parts of the kingdom, and all are employed at agricultural labour. Some are still in his service now, as steady married men. Many have gone to agricultural labour in this country and the colonies. While the boys require assistance while young, most soon become quite independent, and can earn their own livelihood. Each boy, on joining, is credited with a wage according to his capacity, and debited with 4*s.* 6*d.* or 5*s.* a week, according to size and age, for board. With the balance he provides himself with clothes, and is free to do as he likes with the remainder. Most have several pounds in the bank when they leave.

The following will afford a fair idea of the wages paid:—

Shepherds.—From 16*s.* a week to 55*l.* per year; coal from one to three tons, potatoes from 1,400 yards to 2,000 yards, and the keep of a cow, in one case of two cows.

Cattlemen.—From 16*s.* per week to 70*l.* per year, with varying amounts of potatoes and coals. In one case a 12 stone pig is given.

Stewards.—From 14*s* per week to 100*l.* per year, with in some cases allowances of potatoes, coals, barley, flour, and free harvest meat. The keep of a cow is also allowed in each case, and as detailed in first statement.

Ploughmen.

Examples.

(i) 15*s.* per week paid monthly, and 1*l.* for harvest.
Two daughters each 9*s.* per week, and 15*s.* for harvest food.

(ii) 12*s.* per week paid monthly, 1*l.* for harvest.
Cow's keep=about 8*l.* per annum.
1,400 yards potatoes.
1 ton of coals.
(With in all cases house and garden free.)

(iii) 20*l.* per annum paid half yearly.
1,600 yards potatoes.
65 stone oatmeal.
55 stone barley meal.
1 ton of coals.
Cow's keep.
1*l.* for harvest, and house and garden.

9. Mr. R. Ross, of Rutherford.

Tenant of one farm at Rutherford of 1,400 acres belonging to Sir Edmund Antrobus, worked as two farms, of the Newton Lees farm in Ednam of 300 acres, belonging to Mr. C. B. Balfour of Newton Don, of the Kaimflat farm, also in Ednam, of 300 acres, belonging to Mr. Baird of Stitchel, and of the Chatto farm, a hill farm of 1,800 acres, on the Kalo Water in Hownam, belonging to Mr. Scott Kerr. Women getting very scarce, owing mainly to attraction of mills in Hawick and Galashiels, where wages nominally better, though women really less well off as expenses are heavier. This scarcity hits farmers hard, as for certain work, such as turnip singling or pulling they are equal to if not better than men. Takes on many Irish for harvest, and sometimes also for turnip hoeing if these are late, and keeps some after harvest to get manure on stubbles and to store turnips. Has to store turnips, as swedes are grown for winter feeding, but, where breeding flocks kept, less need for storing as these are fed on the land. Most men engaged by the year and work continuous for these. Hours in summer 6 to 11 and 1 to 6, varying as days shorten till reduced to from daylight to 11.30, and 1 to dark. Both winter and summer men return at 8, if horses are in stable, but in summer for some 6 to 8 weeks before harvest horses are turned out at night, and men have nothing to come back for. Women's hours as men's. Total of byreman's hours much same as hinds, as, though he starts earlier, viz., at 6 a.m. in winter as well as summer, he finishes earlier in afternoon, but is supposed to look round about 8. All married hinds have cows, either their own and kept for them, or "put on" for them. Cost of keeping cow generally reckoned at 9*l.*, but 10*l.* nearer. Value of cow to men is quite 14*l.* to 15*l.*, and if the cow is "put on" so that loss or deterioration fall on farmer, must be reckoned at at least 14*l.* The following are specimens of wages, some having the boll, others not. The boll on these farms is five bolls of barley and five loads (a load is 20 stone) of oatmeal.

The barley may be taken at 1*l.* a boll, the oatmeal at 35*s.* a load, making value 13*l.* 15*s.*

A.—WITHOUT THE BOLL.

Steward.

(1.)

	£	s.	d.
Cash	46	0	0
Cow put on	14	0	0
400 yards of potatoes	1	5	0
20 stone of pork	5	10	0
House	4	0	0
	£70	15	0

(2.)

	£	s.	d.
Cash 16*s.* a week	41	12	0
Cow kept	9	0	0
900 yards of potatoes	2	16	0
20 stone of pork	5	10	0
House	4	0	0
	£62	18	0

Ploughman Steward.

(1.)

	£	s.	d.
Cash, 13*s.* a week	33	16	0
Cow put on	14	0	0
1,600 yards potatoes	5	0	0
Dinner for harvest month	0	15	0
House	4	0	0
	£57	11	0

Ploughman.

(1.)

	£	s.	d.
Cash, 12*s.* 6*d.* a week	32	10	0
Cow put on	14	0	0
House	4	0	0
Dinner in harvest	0	15	0
	£51	5	0

(2.)

	£	s.	d.
Cash, 12*s.* a week	31	4	0
Cow put on	14	0	0
1,800 yards potatoes	5	12	0
House	4	0	0
Dinner in harvest	0	15	0
	£55	11	0

(3.)

	£	s.	d.
Cash for year	40	10	0
900 yards potatoes	2	16	0
House	4	0	0
Dinner in harvest	0	15	0
	£48	1	0

B.—WITH THE BOLL.

Ploughman Steward.

	£	s.	d.
Cash	14	0	0
Boll	13	15	0
Cow kept	9	0	0
1,800 yards	5	12	0
House	4	0	0
Dinner in harvest	0	15	0
Breakfast and supper barley	0	10	0
	£47	12	0

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Ploughman.

(1.)

	£	s.	d.
Cash	12	0	0
Boll	13	15	0
Cow kept	9	0	0
1,800 yards	5	12	0
House	4	0	0
Dinner in harvest	0	15	0
Breakfast and supper barley	0	10	0
	£45	12	0

(2.)

	£	s.	d.
Cash, 16*s.* 6*d.* a week	42	18	0
10 stone oatmeal	0	18	0
1,800 yards	5	12	0
House	3	10	0
	£52	18	0

Cattleman or byreman.

(1.)

	£	s.	d.
Cash	12	0	0
Boll	13	15	0
1,600 yards	5	0	0
Cow put on	14	0	0
Dinner in harvest	0	15	0
Half boll barley in lieu of breakfast and supper in harvest	0	10	0
House	4	0	0
	£50	0	0

(2.)

	£	s.	d.
Cash	12	0	0
Boll	13	15	0
1,800 yards	5	12	0
Cow put on	14	0	0
Dinner in harvest	0	15	0
Breakfast and supper barley	0	10	0
House	4	0	0
	£50	12	0

Shepherds (on the arable farms).

	£	s.	d.
Boll	13	15	0
Pack	24	0	0
Cow kept	9	0	0
1,600 yards	5	0	0
House	3	10	0
	£55	5	0

The pack in this case 9 half-bred ewes and 3 half-bred ewe hoggs, and value of, say, 13 lambs at 25*s.* each, of wool of 12 sheep at 6*s.* 6*d.* each, and of 3 ewes drafted for sale at 42*s* each, is, 26*l.* 9*s.* from which insurance, &c. to be deducted leaving about 24*l.*

Shepherds (on hill farm).

Shepherd and son living together.

(1.)

	£	s.	d.
5 loads of oatmeal	9	0	0
5 loads of barley meal	5	10	0
2 tons of potatoes	6	0	0
2 cows kept	18	0	0
62 Cheviot sheep (the father's)	35	13	0
42 Cheviot sheep (the son's)	24	3	0
	£98	3	0

(2.)

	£	s.	d.
3 loads of oatmeal	5	8	0
Cow kept	9	0	0
House	4	0	0
55 sheep	31	12	6
	£50	0	6

The rent and expenses on this farm run to an average cost of 11*s.* 6*d.* per sheep. At present prices the return is hardly so much, so that 1*s.* 6*d.* would be a fair price at which to calculate the shepherd's return. Payments to single hinds living with fathers or other relatives, 44*l.*, two at 43*l.*, 40*l.*, 39*l.*, two at 17*s.* a week. Wages to all usually paid monthly, but with a little held back sometimes, in case of single hinds at yearly wage. Should be noted that, in payment by boll, the bushel is taken at 56 lbs., and that weight is made up if the bushel weighs less, but no allowance made by the hind if the bushel weighs more. Elder men much prefer boll wage as best for their families and getting food at wholesale prices; young men want all money. Former save though cash wage small, pay their few tradesmen punctually, and want no credit; latter save far less than their fathers and are constantly in debt. Very few money wage men owning their own cow. Formerly, almost all owned their cows. A man not wanting his whole boll is allowed for what he does not want at price of the day. Coals led free for everyone, and supplied at wholesale cost price, and manure given for their gardens. Gives a bounty or "arles" of 1*l.* to men who stay on when year is up. Always a good deal of changing on Ednam farms; very little on Rutherford farms till last year. Objections to hiring markets are that you know little about the men engaged, and nothing of their women workers, whom sometimes you do not even see. A system of registration where a man would enter the sort and amount of work he would engage to supply would be useful, as farmer would know where to apply, and could go and interview. Written characters alone not sufficient, as the writers not always reliable. Women paid 10*s.* a week for summer half, 9*s.* for winter half, with harvest wage of 3*s.* a day during cutting, and dinner, and also "supper barley," *i.e.*, an allowance (½ boll) for breakfast and supper, usually, however, taken in money. Wages of Irishmen very variable. Usually 8*s.* to 10*s.* with food before and after harvest, rising to from 16*s.* to 21*s.* with food during harvest, the highest rate being during leading time. They generally sleep in barn on straw with blankets, and have a house with fireplace put at their service for boiling potatoes. Porridge is prepared for them. Of the five railway surface men four get 17*s.* a week. They pay 4*l.* for houses, and if off work lose wages. The hinds are as a rule a real good class of men, and though either bad masters or bad men will cause strained relations, little of that here, and almost all pull well together. In an emergency has seldom known men refuse to give all help possible. Does on Rutherford farm much steam ploughing, and railway station is in middle of the farm. Both cause great saving of horses, probably four pairs between them. Keeps at Rutherford 11 pairs of horses, and four odd horses, and staff consists of 11 hinds, 4 boys, 2 stewards, 2 shepherds, 2 cattlemen, and about 18 women. Agricultural labourers certainly very comfortably off, but improvidence seems increasing.

(10.) Mr. George Scott, of Keresknowe.

Farms four arable farms amounting to 3,500 acres and a hill farm of 1,700. The former near Keresknowe, the latter in Hownam parish not far off. If anything, labour rather scarce, especially women's labour, but can just get along with present farming. Could not go in for cultivation, requiring more hands. Has a good many Irish who come regularly for harvest. Does not think there is much difference yet in efficiency of labourers, save so far as depending on decline of physical strength and from loss of young men, who go away to towns and get employment driving vans or as porters. Work quite continuous for all hinds; wet or dry, ill or well, they get their upstanding wage. Has had men keep away from work three months, pleading unfitness for work. In some respects the system bad; it encourages malingering, and removes all inducement to join a benefit society. Masons, whom weather affects, are men to be out of work at times, not hinds. Hinds and cottars both by year, the hiring day being, for Kelso district, the first market day, *i.e.*, Friday in March, and the residence beginning 28th of May. His men flit very little indeed, thinks less so than most. The hours in the fields in winter are a few minutes before 8 or at daylight till half-past 11, and from 1 to dark; in summer 6 to 11 and 1 to 6. Both winter and summer stop after 8 for their second breakfast. Has often wanted them to start a little later in winter and get that over before, to save the horses from standing starving, but they will not have it. Thinks about half an

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hour will cover their morning stable work. Not much to do in throwing out a little soiled straw and dung into the yard immediately behind the stalls and giving a feed, and the winter hours are remarkably easy, and even as regards the work, theirs, as they ride backwards and forwards between the steading and fields, is nothing compared with that of masons, carpenters, and others who may have to walk four or five miles to and from their work.

Practically no piece-work except for the Irish at harvest. Hinds work the reaping machines. If corn very heavy and much lodged, the Irish reap it with a sickle, and will get from 8*s.* to 15*s.* an acre, say 10*s.* or 11*s.* on an average for this reaping, with tying and stooking. Hind's wages if he has the big boll 10*l.* in money, house, rent and rate free 4*l.*, 1,600 yards of potatoes say 5*l.*, five loads of oatmeal (a load=20 stone, and present price is 36*s.*)=9*l.* 10*s*, 0*d.*: 4 bolls of barley, say, 3*l.* 15*s.* 0*d.*: 1 boll of peas, say 24*s.*: food during harvest: coals driven (and sometimes supplied at less than cost price), say at least 1*l.* as most will take five tons. And all have a cow kept for them.

	£	*s.*	*d.*
Cash - - -	10	0	0
House - - -	4	0	0
Oatmeal - - -	9	0	0
Barley - . -	3	15	0
Potatoes - - -	5	0	0
Peas - - -	1	4	0
Harvest Food - -	1	0	0
Coals - - -	1	0	0
Cow's keep, etc. - -	9	0	0
	£42	19	0

They feed also several pigs, a great advantage. Shepherds even better off. Hereabouts they own about 12 ewes, but in hills often 30 or 40, and, quite among Cheviots nearer 50. A steward's wages about 10*l.* more in cash, otherwise much the same as hind's. Lads get from 35*l.* to 40*l.* a year, and stay with their friends.

The cottages now as a rule are good. Some new ones are about to be built on Frogden farm to replace some old ones. There are no allotments. Men would not take them, because they would have to work and in their own time. No benefit clubs. Old folk stay on with their friends. Cow clubs however common. As the lads save less, perhaps cows, anyhow owned by men, will become less common.

Not much league or union about here. Farmers generally get on well with men, indeed, with most of them finely. Sometimes a man comes whose aim seems to be to try to make bad blood. Has had one of his shepherds for 40 years, and the steward has never been off the place, and most of his hinds too with him for years.

As to half holidays by Act of Parliament it is absurd. No fixed times could suit everywhere. As it is, the men about here have generally holidays at times they like best which are hereabouts Morebattle foot-ball match, Kelso fair, Kelso races, &c., besides fast days, and days given them to get up their potatoes.

Two farms are 1,200 each, and on each keeps nine pairs of horses, and the people regularly employed on each are a steward, eight plough hinds, three other men, and about 12 women. There are 17 cottages, some occupied by women. A woman householder is called a cottar, and the house a cothouse. Of course a man may hire a cothouse, but they are generally rather smaller, and have less accommodation for families. The cottar most often a widow with daughter or daughters engaged for farm work.

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ROYAL COMMISSION ON LABOUR.

THE AGRICULTURAL LABOURER.

VOL. III.

SCOTLAND.

PART III.

INDEXES
(ANALYTICAL AND GENERAL)

TO THE

REPORTS

OF THE

ASSISTANT AGRICULTURAL COMMISSIONERS

CONTAINED IN

VOL. III., PARTS I. AND II.

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February 1893.

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INDEXES.

NOTE.

Indexes on a similar plan, covering the information obtained by the Assistant Commissioners with regard to the whole of England, have been published in Part VII. of Volume I. Indexes of a similar character have been published with the volumes of Reports on Ireland, and Wales, with certain modifications rendered necessary by the different character of the information obtained. It was impossible to incorporate the Analytical with the General Index, as the General Index would have been made too bulky if details on the most important subjects had been admitted into it.

The object of the General Index is to show where information upon any particular topic is to be found; the object of the Analytical Index is to give a synopsis of the information contained in the Reports of the Assistant Commissioners on the main heads of the Inquiry set out in the Instructions to the Assistant Agricultural Commissioners.

The whole of the Indexes have been arranged and carried out in accordance with a scheme suggested by Mr. Little, the Senior Assistant Commissioner, to whose untiring courtesy I should like here to express my obligation.

GEOFFREY DRAGE,
Secretary.

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THE AGRICULTURAL LABOURER.

SCOTLAND.

I.—ANALYTICAL INDEX.

NOTE.—A. refers to the Summary Reports prefixed to the Assistant Commissioner's Reports in each part.
B. refers to the District Reports in each part.
The "Roman numerals," to the number of such District Reports in each part.
The "Arabic numerals," to the paragraphs in both the Summary and District Reports.
APP. refers to the Appendix attached to the Summary and District Reports respectively.

In the Analytical Index each subject is thus treated:—The summary conclusions of the Assistant Commissioners are first given in the alphabetical order of their names [Gillespie—Wilkinson]. Then follow particular statements as to each district of inquiry in the alphabetical order of the names of those districts [Aberdeen—Wigton].

BENEFIT SOCIETIES.

District. Assistant Commissioner Reporting. Reference to Reports.	Statement.
	Extent to which Agricultural Labourers avail themselves of.
PRINGLE - - - - A. 58.	Very little importance attached to these owing to the prevalence of yearly engagements and uninterrupted wages, work or play, sick or well. The men are quite independent of clubs. Some registered societies have a fair membership and a labourers friendly society has a large membership.
RUTHERFURD - - A. 82.	The agricultural labourer in the districts visited did not appear to have formed an extensive membership. In some parts they had not joined any society whatever. Many belong to funeral societies.
WILKINSON - - - A. 3.	Doubtless owing to wages being upstanding farm servants in Scotland are very seldom members of any benefit society.
Aberdeen and Kincardine - Gillespie, B.-VII. 46.	There are one or two societies in the district. Many belong to the Oddfellows.
Ayr, Renfrew, Bute, and South Argyle. Rutherfurd, B.-II. 50.	Very few belong to any. A certain number belong to a society of general scope and registered. Others were members of a society lately started in connection with the Scottish Ploughman's Federal Union.
Berwick and Roxburgh - - Wilkinson, B.-VI. 60.	Scarcely made use of at all. A few were members of the Foresters and a few were Freemasons. The Swinton Friendly Society still holds 50 or 60 members. Cow clubs are well supported.
Breadalbane - - - Pringle, B.-III. 48.	Do not appear to be appreciated. Some such as ploughmen insure against accidents, and the Prudential has support about Killin. Shepherds see no necessity for insurance.
Caithness, Orkney, Sutherland, and Ross. Rutherfurd, B.-I. 55.	Very few avail themselves of these. In Orkney and Sutherland they did not exist at all. In Caithness and Ross a society recently formed in connection with the Scottish Ploughman's Federal Union has made some way among the members of the union. A certain number insure with the object of receiving a fund at the end of a fixed term of years.
Edinburgh and Haddington - Pringle, B.-II. 111.	Extensively patronised both in Haddington and Edinburghshire. At Whittinghame one third of the men belong, not from necessity, but as a matter of prudence. In some parishes not one man in ten belongs, in others two in five have enrolled. The societies are branches of the large registered ones. The Prudential has also a fair reputation and children's lives are insured.
Fife, Kinross, and Clackmannon. Pringle, B.-I. 192.	Have never become really popular in these localities, and few agricultural labourers belong to any. The Prudential Life Insurance has, however, a large membership.
Forfar and East Perth - Gillespie, B.-VIII. 36.	Societies do not seem to have taken much hold in the district. The International Union has some members; it is purely a benefit society.
Inverness (North) and Ross (South). Pringle, B.-IV. 46. *Arable.*	In the Dingwall, Contin, Urray, and Muir of Ord district 50 per cent. belong to the Contin Ploughmen and Labourers Friendly Society. This society appears to be giving very satisfactory results. No other societies appear to exist.
Pastoral - - - 135.	Are not patronised, and the remoteness of the district and sparseness of the population form a barrier to social clubs or gatherings of any sort.
Lanark (North) and Linlithgow. Rutherfurd, B.-IV. 52.	Very few instances of membership; but a start was being made and some had joined the Foresters. Some had joined ordinary life assurance companies and some were members of funeral societies.
Moray, Banff, and Nairn - Gillespie, B.-VI. 34.	No societies have ever flourished in this district. A few of the younger men are Oddfellows.
Selkirk, Peebles, and Dumfries. Wilkinson, B.-V. 22.	Not made much use of. A few belonged to Foresters or Oddfellows.
Stirling and Dumbarton - Rutherfurd, B.-III. 81.	A few instances of men joining death societies, and occasionally life assurance to secure a fund for the family at death.
Wigtown, Kirkcudbright, and Dumfries. Rutherfurd, B.-V. 56.	The tendency to become members was more pronounced in this district, but still membership as a whole was not at all extensive. The registered societies have a few members, and many are joining the Prudential.

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CONDITION, GENERAL, OF THE AGRICULTURAL LABOURER.

THE AGRICULTURAL LABOURER.

District. Assistant Commissioner Reporting. Reference to Reports.	Statement.
PRINGLE A. 75, 80.	Immensely improved within the last 40 years. Their wages have risen 20 per cent. during the last 25 years. Generally speaking they are well housed, always convenient to their work, and seldom far from schools for their children. Under the yearly system they are regularly employed, and paid whether sick or well. They get a fair number of holidays without any loss of wage. Their hours are shorter and work easier than formerly. They have good education free, and many other advantages formerly unknown. Food and clothing are cheaper (75). Intemperance has greatly decreased (80).
RUTHERFURD A. 85, 23, 79, 87, 93.	On the whole better than in former years. Wages are higher, hours are shorter, the adoption of machinery saves bodily labour, cottage accommodation is improved, and the necessaries of life are cheaper. Nevertheless, he says that these things being granted his position is still far from what it ought to be, having in view the general advance of all classes and the relative condition of other working men (85). Complaints about the hours of work of the women (23). Also of difficulty of obtaining milk in some cases (79). Complaints as to having to be at the stables on winter nights at eight, and at five in the morning, not so much on account of the amount of labour as of the extent of engaged time (87, 93).
WILKINSON A.-I. 10.	On the whole better off than in England. Whether paid all in cash or partly in kind the wages are as a rule somewhat higher, and being paid well or ill there is less anxiety as to the future, and less necessity for making provision for that future by subscribing to clubs and so diminishing the income.
Aberdeen and Kincardine Gillespie, B.-VII. 6.	Much improved of late. There has been a great rise in wages. They do not go to work as early, nor do such hard work, and are not turned out to work in bad weather. Their sleeping accommodation is much improved.
Ayr, Renfrew, Bute, and South Argyle. Rutherfurd, B.-II. 53, 56.	Better than years before, but the evidence in almost every case tended to show that they do not as a rule turn to the best account their improved means and resources.
Berwick and Roxburgh Wilkinson, B.-VI. 13, 18, 34, 63. App. B. 3.	The agricultural labourer in this district is well off, both comparatively and positively. The common phrase "The hind is the best off of all that have to do with the land" is no exaggeration. Generally good houses, high wages, subject to no deductions for ill-health or bad weather, and incidental privileges and advantages. His position is far superior to that of the ordinary artisan, and to that of many a city clerk. He is bright, independent, and intelligent (63). Women wear a heavy shawl, swathing the face and shoulders so that little but the nose, mouth, and eyes are visible, with the idea of saving the complexion. They also chew rice and other extraordinary and deleterious substances to give pallor (13). Mr. John Clay says undoubtedly a falling off in strength and health owing to change of diet (App. B. 3). Present food not so nourishing as formerly, but less trouble to prepare. Children suffer from the indolence and incompetence of the mothers (18). Women frequently induced to buy much that is worthless owing to travelling grocers' carts. Spirits are also bought from them (34).
Breadalbane Pringle, B.-III. 49, 53.	Housing is much improved. Provisions are greatly reduced in price. Ploughman's wages and earnings have increased 66 per cent. They live better and dress more expensively than formerly. There has not been the increase in their savings that would have been expected. The general behaviour of all classes is excellent. Drunkenness is very rare. Except among the crofters, there are no examples of families in straitened circumstances.
Caithness, Orkney, Sutherland, and Ross. Rutherfurd, B.-I. 64, 65. A. 32 App. C.	Has in the main advanced from the position he occupied when his condition was last officially described. Nothing was heard upon the subject of insobriety, and very little as to untrustworthiness, B.-I. 64, 65. Loud complaints in Caithness as to providing female "workers," A. 32.
Edinburgh and Haddington Pringle, B.-II. 120, 122, 126, 106, 131 134, 135, 138, 142.	Wages have immensely increased, and the purchasing power of money has also increased (120). Wages are paid, sick or well, wet or dry, at home or abroad (122). He draws his pay by the week, month, or fortnight, and so can pay cash down. The appreciation of the good cottages is shown by their being so nicely kept, well furnished, and clean (126, 106). Married women work less out of doors (126). The comfort of the house depends almost entirely upon the wife's aptitude for managing well. Some are much in need of milk (131). Work is lighter (134, 135). Not many teetotalers, but no habitual drunkards (138). Illegitimacy, when compared with the rest of Scotland, is low (142).
Fife. Kinross and Clackmannan. Pringle, B.-I. 218-222; App. D.	Is good in these parts; with the single exception of protection for the farmer against wilful breach of engagement there seems no necessity for any addition or alteration of existing laws. The majority of farm servants are most comfortable, their houses are cosy, they are well clad and well fed. Wages and earnings have steadily increased and cottages have been greatly improved.
Forfar and East Perth Gillespie, B.-VIII. 4; App. A. 43.	There is very little intemperance among farm servants. They are a sturdy, sensible, and, on the whole, contented set of men.
Inverness (North) and Ross (South). Pringle, B.-IV. 57-70. *Arable.*	The wages of all classes of farm servants in this part are low, but they do not seem to have less home comfort or to be in worse circumstances. They live less extravagantly than where wages are higher. Where there are large families they get into debt. Labourers are not in debt as a rule. Cottages are improved. The condition of hired farm servants is decidedly better than that of ordinary day labourers. Their wages are assured to them all the year round. They are quiet, industrious, and, in the main, contented, sober, and not addicted to immorality.
Pastoral, 136-144.	Shepherds wages have increased. There is no increase in the quantity of work. Their position is one of considerable independence, and the trust imposed in them gives them an interest in their situations and attaches them to their mountain homes. They are contented. Food is cheaper. They only lay aside a little, as they live and dress better. There is a marked decrease in intemperance and immorality. Among the agricultural labourers extreme poverty is very uncommon.
Lanark (North) and Linlithgow. Rutherfurd, B.-IV. 56, 57, 61.	Wages are well maintained. A general desire for shorter hours. Wives are not thought to be as thrifty and the labourer lives more expensively, though most things are cheaper. The present mode of living is not thought to be beneficial, and they suffer from the use of baker's bread and tea.
Moray, Banff, and Nairn Gillespie, B.-VI. 32-36.	Is above that of other unskilled labourers. Wages are equal. There is no broken time. Their occupation is healthy and much lighter than formerly, and much more is done for their comfort in sleeping compartments than used to be. They are a sober, sturdy, hard headed and hard working set of men. Apart from the high rates of illegitimacy in these counties the moral tone is highly satisfactory.
Selkirk, Peebles, and Dumfries. Wilkinson, B.-V. 25.	Satisfactory. Ploughmen and shepherds wages are up to a good level. Those paid in part by their packs have suffered much of late, and though the substitution of a cash wage for the pack ensures them against deficient incomes, yet they will probably not have quite so much opportunity of putting by money as they used to have. They expressed themselves, however, as "well contented."
Stirling and Dumbarton Rutherfurd, B.-III. 84, 93; App. D. 1.	He stands well as far as wages are concerned, and the prices of the necessaries of life have diminished. There is a growing impatience of continued control, and whether of hours or days a sharper desire to be free as early as possible, and a longing for more frequent breaks in the round of toil.
Wigtown, Kirkcudbright, and Dumfries. Rutherfurd, B.-V. 39, 60, 62.	Now good. Beyond all question improved. Complaints as to hours of work, holidays, cottage accommodation, and the obligation to provide milkers. In the latter case the wives having to go out between 5 and 6 left their husbands to get their own breakfasts, and the husbands going to work before the return of the wife left the children unprotected and serious accidents sometimes occurred. This grievance was presented several times. In regard to general morality of the agricultural labourer as a class the standard must be put high, although the number of illegitimate births is so high.

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COTTAGE ACCOMMODATION.

Supply and Situation.

THE AGRICULTURAL LABOURER.

District. Assistant Commissioner Reporting. Reference to Reports.	Supply.	Situation.
PRINGLE - - - - A. 48, 49.	In some parts very good, both as regards supply and quality. Not everywhere what it should be. (48.)	On farms. None inhabited by regular farm labourers in villages. (49.)
RUTHERFURD - - A. 59, 60.	A rather larger area where the supply was insufficient than where it was sufficient. (59.)	In the large majority of cases convenient and satisfactory; though in some cases too near as they looked upon the accumulated contents of the farmyard while in other cases they were at a distance, the inconvenience of which must be considerable in winter. (60.)
Aberdeen and Kincardine - Gillespie, B.-VII. 35; App. A. 51.	In some places the supply is good, in others it is nearly sufficient, whilst in others it is deficient. (35.) Plenty of cottages on Carnousie, but they are not used. The wives prefer to come into the towns. (App. A. 51.)	On farms. (35.)
Ayr, Renfrew, Bute, and South Argyle. Rutherfurd, B.-II. 38, 39.	Farmers complain of deficiency - - - (38.)	Generally convenient for attendance at the farmsteading, but the site is often faulty in that a bank of earth is allowed to be in touch with the walls above the floor level. (39.)
Berwick and Roxburgh - - Wilkinson, B.-VI. 39.	Generally sufficient - - - - -	Invariably scattered on the farms, each farm having its own cottages go with it.
Breadalbane - - - - Pringle, B.-III. 42.	Quite sufficient for the demand. Great improvements have been made in the housing of shepherds. Those for farm labourers are few owing to the system of lodging young men in bothies.	Shepherds' cottages are generally on the portion of the farm adjacent to the ground they look after. Some herds' houses are dispersed and occupy isolated places.
Caithness, Orkney, Sutherland, and Ross. Rutherfurd, B.-I. 52.	Sufficient in number, but some are old and ruinous and not fit for habitation.	On farms.
Edinburgh and Haddington - Pringle, B.-II. 99, 104. A. 48.	The supply is quite sufficient for the demand - (104.) Good as regards supply and quality. (A. 48.)	Cottages are all near the steadings and conveniently placed for the labourers. Rows of three to six are common; those constructed of late years are often in pairs and semi-detached (99.)
Fife, Kinross, and Clackmannan. Pringle, B.-I. 163, 164, 166; App. D.	With few exceptions the farms were well supplied with cottages, and everywhere there were instances of landlords replacing old and inferior houses with new and suitable dwellings. (166.)	In groups or rows on the farms, and not in villages or hamlets, as in many parts of England. Seldom more than two or three minutes walk from the farm stable. (163, 164.)
Forfar and East Perth - Gillespie, B.-VIII. 7, 8.	In most districts there is a deficiency - - (8.)	On the farms. (7.)
Inverness (North) and Ross (South). Pringle, B.-IV. 15, 38, 39. *Arable.*	There appears to be a full supply; in some instances, a slight over-supply; while one estate was quoted as being short of good houses, but over-supplied with bad ones. They are tidy and, on the whole, well kept. (39.)	Farm cottages either in rows of three to six, or in semi-detached blocks of two. Frequently placed a few yards back from the public or farmsteading road. (38.) The labouring classes are scattered up and down, and live in single or double cottages wide apart from one another. (15.)
Pastoral, 134 - - -	- - - - - - - - - -	Shepherds' houses are conveniently situated for their work. (134.)
Lanark (North) and Linlithgow. Rutherfurd, B.-IV. 36, 38. *See also* App. D. 1, 2.	In most places the evidence was that more were desired. At one place the men said there were enough. In Linlithgowshire they were said to be well supplied, except in one district. (36.)	Usually near the steadings; sometimes the distance was rather considerable; but there is a growing feeling to have the houses less close to the farm buildings than they used to be, and the men do not object. (38.)
Moray, Banff, and Nairn - Gillespie, B.-VI. 25, 28.	The supply is inadequate - - - - (25.) The deficient supply of cottages is probably the most serious evil in the district. (28.)	On farms. (25.)
Selkirk, Peebles, and Dumfries. Wilkinson, B.-V. 19.	- - - - - - - - -	Very isolated; dotted here and there about the hills, sometimes in pairs, but often standing quite alone. (19.)
Stirling and Dumbarton - Rutherfurd, B. III. 67, 68.	A general desire for more house accommodation - (67.)	Very generally handy to the steadings. Sometimes the distance was rather great, owing to the conversion of a farmhouse of small absorbed farm to the purpose of a cottage or cottages. (68.)
Wigtown, Kirkcudbright, and Dumfries. Rutherfurd, B.-V., 40, 41.	The evidence preponderated on the side of there being a sufficiency. (40.)	Usually convenient; sometimes rather far off and, at times, very far. But there is generally some arrangement made in such cases. (41.)

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THE AGRICULTURAL LABOURER.

COTTAGE ACCOMMODATION.

Condition. Construction. Accommodation.

THE AGRICULTURAL LABOURER.

District. Assistant Commissioner Reporting. Reference to Reports.	Condition.	Construction.	Accommodation.
PRINGLE - - A. 48.	In some parts good, and improving steadily. Dampness is complained of, and two doctors speak of rheumatism arising therefrom. In the pastoral districts there are many cottages unfit for habitation. Many proprietors deserve the greatest possible praise for what they have done and are still doing, others have been remiss in the performance of what is considered to be their duty.	The rear walls are sometimes backed up with soil to the height of three to four feet above the foundations which causes dampness. The substitution of slates for roof, tiles, and careful spouting are the chief necessities for improvements.	—
RUTHERFURD - A. 61, 64, 67, 73, 74.	Good in some districts, inferior in others. Good ones usually of modern construction. (62.) Many unsatisfactory from damp owing to the site or bad drainage, or a bank of earth against one wall above the floor. (63.)	Stone and lime with slated roof. Thatch upon old houses, and occasionally clay built walls. In some districts brick was used for the whole building. Floors, some flags, some cement, and some boards. Brick floors not at all common. (61.)	Usually two rooms, "room and kitchen," in some "room and closet." The latter being a small room leading off the living room, without any fireplace. On the whole there are more cottages with a room in addition to the ordinary two than dwellings with less than two rooms. (64.) Old dwellings are very wanting in cupboards, pantries, &c. indoors, and entirely without external conveniences. (67.) Unmarried men sleep and live in bothies. (73, 74.)
Aberdeen and Kincardine. Gillespie, B.-VII. 36, 37.	In some parts they are in bad repair. In many instances badly set, being built under banks and in hollows where water runs to them and makes their mud floors constantly damp. (37.)	- - - - -	Old cottages as a rule, not more than two rooms, and this division is obtained by setting up the beds in the middle of the one compartment of which the cottage really consists. The more modern houses have two good rooms and a bed closet, generally two bed closets. The most modern have two good rooms down stairs and two or three upstairs, but these are not liked. (36.)
Ayr, Renfrew, Bute, and South Argyle. Rutherfurd, B.-II. 38, 39–43.	Complaints as to condition refers to the older cottages. Much has been done, but still many old and inferior ones remain. The very worst being parts of old disused farm steadings. There were only a few of these. (39–42.) Some new cottages well built and abundantly provided. (43.)	Generally stone and lime and slates. Thatch roof is also to be found. Usually damp as the site is often faulty, a bank of earth being allowed to be in touch with the walls above the level of the floor. (39.) New cottages larger, higher, and better ventilated. (40.) In some the ceiling of the living room was composed of branches of trees pressed together and whitewashed, above this was a layer of turf, some had bags hung across on strings in the place of ceilings. (41.)	Complaints of as inferior. (38.) Old ones, usually two rooms, though occasionally one is all that is practically available. Size of living room usually 15 ft × 14 ft. Second room or closet generally smaller. Some have outhouses but not all. Some modern ones have no washhouse. (39.)
Berwick and Roxburgh. Wilkinson, B.-VI. 40–42, 46.	Very much improved of late years, and there are very few large estates on which, if they have not already been put in order, steps are not being taken to put them so. (40.)	As a rule, substantially built of stone with slate roofs, with the floors occasionally boards, occasionally rubble, but almost always in the best houses of cement. (40.)	Still many with insufficient accommodation. Many with no upstairs rooms at all or with only an inconvenient loft in the roof. Some few new houses have a regular second storey, but in a great many instances the only light for the bedroom is a small sliding window almost flush with the roof itself. (40.) The kitchen is still the favourite sleeping place. (41.) A very common type for a good house will have an entrance lobby with staircase opposite the door, on one side a large kitchen with two beds, on the other side a smaller room furnished as a sitting room with a bed in a recess at one end. Upstairs two bedrooms, one ceiled the other as often as not open to the roof. Such houses usually have three fireplaces. Generally a back kitchen or scullery and a milk room. (42.) Outhouses sometimes only consist of a pigsty, but more often a coal house and ashpit too. (45.)
Breadalbane - - Pringle, B.-III. 42, 43.	There probably are some bad ones far out among the hills, but those seen were quite satisfactory. A different story must be told of those attached to crofts; they are wretched hovels, and many are quite unfit for human habitation. (43.)	Invariably built of stone and lime, with slated roofs. (42.) Some attached to crofts have no proper chimney, the smoke found its way out by a hole in the thatched roof. The thatch rotten in places. These were not a notoriously bad lot. (43.)	A kitchen, with or without box beds, a bedroom at the other end of the house, and a pantry between. In many there are a kitchen and two sleeping apartments. In some places a cowhouse has been built on to the houses, which is calculated to damage the health of the inmates. An outhouse for peat. Most of the new type of cottages have pigsties and privies to the rear. (42.)

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COTTAGE ACCOMMODATION—*cont.*

Condition. Construction. Accommodation—cont.

THE AGRICULTURAL LABOURER.

District. Assistant Commissioner Reporting. Reference to Reports.	Condition.	Construction.	Accommodation.
Caithness, Orkney, Sutherland, and Ross. Rutherfurd, B.-I. 35-37.	Some are excellent, while some are very inferior; but in almost every instance a beginning had been made to provide better. Some are only byres or stables converted into cottages. (36.)	Generally stone and lime and slated roofs. Some stone and clay with thatch, the chief fault in these being that they are not raised above the level, some are even below the level, of the road. (35.)	Usually two rooms or one with a "closet" (*i.e.*, a small room leading off the living room, and without a fireplace), and occasionally a pantry. (36.) Size of room varies, but 12 ft. × 15 ft., with in some cases excessively low ceiling, formed the general character. (37.)
Edinburgh and Haddington. Pringle, B.-II. 94, 95, 100, 101.	Cottages are in good repair, both outside and inside. Those with tiled roof are regularly examined and pointed up with cement or mortar whenever such is seen to be wanted. (100.)	Almost always stone, and of late slated roofs have taken the place of tiles. The roofs are spouted, and it is becoming the custom to supply large iron tanks for rain water. Floors are either flagged, bricked, tiled, concreted, or boarded. Bedrooms almost always boarded, the walls lath and plaster papered. No thatched roofs were seen in the cottages occupied by agricultural labourers. (101.)	Two or three apartments. Some have two bedrooms, kitchen, scullery, and pantry. (101.) Some have coal cellar, privy, pigsty, and ashpit. (94.) There is possibly one single-roomed cottage in 200 left. (95.)
Fife, Kinross, and Clackmannan. Pringle, B.-I. 153-158; App. B.	Some old cottages are quite beyond repair, others capable of improvement, and some are being altered. Another class built 25 to 18 years ago have good walls and roofs and sufficient accommodation. The new ones are first class in every respect, and in many cases almost too good. (153-158.)	Old ones wrongly constructed, rear walls backed by soil. New ones first class in every respect. If slates were used in place of tiles, it would be an improvement. (153-156.)	In many cases the accommodation provided for married men is too limited, either from there being only one room, or, where there are two, insufficient in space. There are defects in the old type of houses, and occasionally even in the new. Old houses very deficient in outhouse accommodation. (App. B.)
Forfar and East Perth. Gillespie, B.-VIII. 9, 10.	In many of the old houses, far from satisfactory. Some are sunk in a clay soil, and are consequently damp, standing below the level of the ground. (9.)	- - - - -	Some old houses only one room, a division being made by the furniture. Even in new houses does not exceed two rooms and a closet. (9, 10.)
Inverness (North) and Ross (South). Pringle, B.-IV. *Arable*, 36.	Class A. 70 per cent. are good, commodious, and in excellent repair. B. 15 per cent. are second-rate and in need of enlargement and improvement. C. 15 per cent. are very wretched, and in all respects unsuitable, and almost unfit for habitation.	Class C. Low-roofed thatched hovels, frequently inhabited by women cottars or old persons in receipt of small wages. Many are neither wind nor water-tight. Floors are earthern, doors low, windows mere peepholes, fireplaces and chimneys rude and antiquated. B. Are generally thatched, and are merely enlargements of Class C. A. Are excellent in design and workmanship. Storm windows are not uncommon to light the attics. They are built of stone and lime, with slated roofs. In some cases the room walls are lined with pine boards. Floors sometimes boarded, sometimes concrete.	C. Kitchen, 14 × 13 × 8 ft. high, one small window. Bedroom, 14 × 12 × 6½ ft. high, one small window. Closet, 11½ × 10 × 6½ high, one small window, six sleepers. A. In most cases kitchen, storeroom, or pantry, three bedrooms, two on the second storey or attic floor. Outhouses are insufficient.
Pastoral, 134 - -	Those erected within the last 20 years are very good and comfortable. Some of the olden type are very bad. One visited in Skye was a very wretched place. The roof was not watertight, the chimney did not draw, the rooms were open to the thatch, the floor was beaten soil, full of heights and hollows, windows mere peep-holes, doors so low that you had to stoop to get in. The family huddled up at one end at night, leaving the other to the poultry.	Modern ones, stone, with slated roofs. Sometimes they are double-storeyed.	Two bedrooms in attic and a kitchen and bedroom downstairs. A pantry or storeroom. Most of the cottages are single-storeyed, and contain kitchen and one or two bedrooms. Box beds are in most kitchens. Each has a store closet, outhouses for cows and peat, and a pigstye.
Lanark (North) and Linlithgow. Rutherfurd, B.-IV. 39, 40, 41, 44.	In a great measure satisfactory, and in some cases very good indeed. (39.) A very few unsatisfactory. (40.) The prevailing offence affecting the health and happiness and contentment of the agricultural labourer was "damp," arising chiefly from the level of the cottages compared with the surrounding ground. (44.)	Almost invariably stone and lime with slate roofs; floors, stone flags; but wood and bricks or tiles were also used occasionally. The cottage itself was of brick and fairly well built. (39.)	Usually two rooms, "room and "kitchen," with, in some districts a pantry or scullery and out houses. The want of necessaries without was frequent, but tenants, are now beginning to express a wish for them. (41.) Size of the larger rooms was commonly 15 ft. × 14 ft. or 15 ft. × 12 ft. The height 8 ft. (44.)
Moray, Banff, and Nairn. Gillespie, B.-VI. 26; App. A.	Some of the old houses are in a very tumble down condition. On some estates very good. (26, App. A.)	The favourite structure is that all the cottages should be on one floor. A "but and a ben," with a couple of bed closets is large enough for a poor man to furnish and a hard worked woman to keep clean. (26.)	The large rooms 15 × 15, the closets 12 × 7. Many older houses are smaller. Some new cottages built with a living room and bed room down stairs and two bedrooms upstairs, but they are not liked. (26.)
Selkirk, Peebles, and Dumfries. Wilkinson, B.-V. 19.	In some places the garrets skylights have been improved by the building out of dormer windows in place of the skylights.	Well and substantially built of stone with slate roofs.	Good sized rooms. The common fault is that bedroom accommodation is insufficient. Few are without a garret, but as often as not it is not ceiled, and has no vertical wall at all, and is only lighted by a skylight flush with the roof. Downstairs kitchen and sitting room (the former generally with two beds, the latter with one). A cupboard and milk room. Outhouse accommodation generally scanty.

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COTTAGE ACCOMMODATION—*cont.*

Condition. Construction. Accommodation—cont.

THE AGRICULTURAL LABOURER.

District. Assistant Commissioner Reporting. Reference to Reports.	Condition.	Construction.	Accommodation.
Stirling and Dumbarton. Rutherfurd, B.-III. 69-71, 76.	Many unsatisfactory old cottages very generally in poor condition, but these were not numerous. (69.)	Generally stone and lime, with slate roofs; floors sometimes wood, more frequently stone flags, rather rough, or cement. (69.)	Room and kitchen, but now and then only a single room was all that was really available and a pantry or scullery was the usual addition indoors. (70.) New cottages generally possess three rooms, with pantry or scullery or both, and good arrangements outside. Size of kitchen varies in old and new from 13 ft. × 12 ft. to 15 ft. × 12 ft., and two beds are universally placed in the kitchen. (71.) Usually some provision made for coals. (76.)
Wigtown, Kirkcudbright, and Dumfries. Rutherfurd, B.-V. 43, 45, 46, 49.	Extremely bad specimens very rare. A common fault, even in modern houses, is that of the floors being made dead level with the road, and very damp in consequence. (45.)	Stone and lime, slate roof, some of brick, and in a few cases there was an appearance of clay in the walls, it was rare and such cottages were always the worst. (43.)	"Room and kitchen," but a large single room and a closet without a fireplace was common enough. The largest room, usually with one or two beds, varies from 13 × 12 to 15 × 14. The second room of equal length, but less breadth. A pantry or scullery was now more common, but outhouses, except for coals, were scarce. (46.) Sizes of estate cottages from plan. (49.)

Ventilation. Drainage. Water Supply.

District. Assistant Commissioner Reporting. Reference to Reports.	Ventilation.	Drainage and Sanitary Arrangements.	Water Supply.
RUTHERFURD A. 67, 69-71.	Arrangements of a specific character very rarely seen. A simple form of obtaining it by opening the upper sash of the window was practicable, but a fact not always known to the occupiers. (69.)	Dwellings protected by an ordinary field drain round the house rare. For the removal of refuse sewage the ordinary sewer drain was not very general. Ashpits usually receive all the slops. (70.) Ashpits and privies are getting more common, but the latter are usually entirely absent. Misuse has discouraged proprietors in some cases from building them. (67.)	Not always what could be desired. Seldom any complaint regarding its quality, but occasionally this was alleged as a grievance. The more usual complaint was the distance in some cases that it had to be fetched in all weathers. (71.)
Aberdeen and Kincardine. Gillespie, B.-VII. 36, App. A. 7, 11.	People prefer what they call the "cosiness" of the old to the improved ventilation and sanitary condition of the best type, and show their preference by flitting from the new to the old whenever they have a chance. (36.)	Privies attached and universally used. (App. A. 7, 11.)	—
Ayr, Renfrew, Bute, and South Argyle. Rutherfurd, B.-II. 39.	Not much provided for or missed by the inhabitants in the old cottages. In some cottages the windows are not made to open.	More might be done than is done with great advantage to the dwelling and little loss to the parties concerned.	Usually available at a short distance. but occasionally the approach was bad, or the supply ceased in summer, in which case a long walk was sometimes entailed.
Berwick and Roxburgh. Wilkinson, B.-VI. 42, 45, 46.	Most of the cottages have three fireplaces. (42.)	Privies are conspicuous by their absence, or, if present, by their non-use for the purpose for which they are intended. (45.)	Generally good and abundant. (46.)
Breadalbane Pringle, B.-III. 42, 43.	The windows are good and fireplaces suited to peat fires. (42.) In several of the wretched hovels attached to crofts there was no proper chimney. (43.)	The foundations are well drained. In some places a cowhouse is built on to the cottage, which is not considered healthy. Most have pigsties and privies to the rear. (42.)	—
Caithness, Orkney, Sutherland, and Ross. Rutherfurd, B.-I. 37, 52.	- - - - -	- - - - -	Few complaints were made and the supply was generally handy. (37, 52.)
Edinburgh and Haddington. Pringle, B. II. 94, 95, 101-103.	By the windows, all of which open, by the doors, and by the chimney. The labourers wives are particular in airing their bedrooms and keeping up a current of fresh air during the daytime. (102.)	Extract from specifications. A drain is formed 4 ft. from the face of walls all round, 1 ft. from the foundations, made with large drain tiles and covered with loose stones. (101.) All have privies except the older type of cottages, where they are not as plentiful as they should be. (94, 95.)	A good supply is brought close to and generally into every farmsteading in the Lothians, and full consideration has been paid to the requirements of cottages. (103.)

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COTTAGE ACCOMMODATION—*cont.*

Ventilation. Drainage. Water Supply—cont.

THE AGRICULTURAL LABOURER.

District Assistant Commissioner Reporting. Reference to Reports.	Ventilation.	Drainage and Sanitary Arrangements.	Water Supply.
Fife, Kinross, and Clackmannan. Pringle, 153,170; App. B.	All require attention in this respect, except the recently built ones. (153; App. B.)	Requires attention in all, except the recently built cottages. (153.) No W.C. or proper privy accommodation in old houses. (App. B.)	Either none, or requires attention in all, except the recently built cottages. (153; App. B.) Some cottages could be supplied at a trifling cost. (170.)
Perfar and East Perth. Gillespie, B. VIII. 11.	- - - - -	Almost all houses are furnished with ashpits and privies; these latter are used when they are supplied, and are demanded by the cottagers now. Unlike the other districts reported on there is generally a pig-stye and a pig kept. (11.)	—
Inverness (North) and Ross (South). Pringle, B.-IV. *Arable*, 36, 37.	Class C. The ceilings are low, the windows few and small, and the chimneys badly constructed. (36.) In some of the newest cottages ventilation by means of frames built into the walls below floor level. As a rule confined to doors, windows, and chimneys. (37.)	Many comparatively new and otherwise first-class cottages are devoid of privy accommodation. (36.) Most of the newer cottages are spouted and surrounded by a tile or stone drain, into which the down spouts lead. (37.)	Soft water is easily obtained from the rivers or burns, which are numerous, and both near at hand. The Assistant Commissioner thought the drinking water deficient as a rule, but no complaints were made. The labourers' wives explaining that they used the river water for all purposes. (37.)
Pastoral, 134 -	—	Privies are very rare - -	An abundant supply of spring and burn water within easy reach of all shepherds cottages.
Lanark (North) and Linlithgow. Rutherfurd, B.-IV, 42, 43.	Never of a special character. Windows admitting of an opening with the upper sash becoming more common, and contrary to former experience the knowledge that the windows so opened was sometimes known to the occupants of the cottages. (42.)	No subsoil drainage to old houses, and sewer drains very limited, house liquids being generally thrown on the ash heap. (43.)	On the whole fairly good in quality, frequently from open springs or wells, but occasionally the quality was poor enough. (42.)
Moray, Banff, and Nairn. Gillespie, B.-VI., 26; App. A.	New houses are well ventilated and are none the better liked on that account. The complaint being that they are cold and not nearly so cosy as the old style.	No drainage in the ordinary sense. The roof water is carried away a little distance and allowed to lose itself in the porous soil. In most of the new houses there is a privy, an ash pit, and a pigsty. The privy is often not used.	Is fair in the new houses. In some of the old houses the supply is far from good.
Selkirk, Peebles, and Dumfries. Wilkinson, B.-V., 19.	- - - - -	Privies hardly exist, where they do they are seldom made use of.	The hill water is generally good and abundant.
Stirling and Dumbarton. Rutherfurd, B.-III., 72, 73, 75, 76.	Never any complaint as to the construction affording no ventilation, but rather the other way, that they had too much. (73.)	The impression was that there was no sub-soil drainage to old houses, with new buildings it was different. Often an outside drain for refuse water, but open channels were also in use, and more commonly the ash pit. (75.) Rather a want of privies, but they are increasing in number. (76.)	In most cases sufficient in quantity and convenient in position, though occasionally the distance was great. Water is laid on in some new cottages. (72.)
Wigtown, Kirkcudbright, and Dumfries. Rutherfurd, B.-V., 47, 51.	In no case specially provided for, but the provision for opening windows at the top had become the rule rather than the exception. (47.)	In the sense of sewage arrangements was not common, but it existed and was extending. (47.)	The supply varied very much, some was near at hand and of good quality. But too often the supply was rather distant, and sometimes, though less often, the quality unsatisfactory. In the greater part of the Annan districts the supplies are very unsatisfactory. (51.)

Ownership. Tenure. Rent. Rates.

District. Assistant Commissioner Reporting. Reference to Reports.	Ownership.	Tenure.	Rent.	Rates.
RUTHERFURD - A. 53, 58, 59, 72.	Landowners - - (59.)	Held by farmer - - - (32, 58.)	As a rule, no rent paid, but the annual value of the cottages usually assigned was 4*l*., inferior ones 3*l*. Many were seen, the rents of which, if claimed, ought to have been 6*l*. or 8*l*., or even more. (72.)	Paid by farming tenant and the landlord. (72.)

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COTTAGE ACCOMMODATION—*cont.*

Ownership. Tenure. Rent. Rates—cont.

THE AGRICULTURAL LABOURER.

District. Assistant Commissioner Reporting. Reference to Reports.	Ownership.	Tenure.	Rent.	Rates.
WILKINSON A. 8.	-	-	Cottages for the regular staff almost invariably go with the farm, and are given rent free to the men. (8.)	—
Aberdeen and Kincardine. Gillespie, B.-VII. 35; App. A.	Landed proprietors App. A.	Universally let to the farmer with his farm. (35.)	Given by farmer to his married servants as part of their emolument. (35.)	None paid by occupier. (35.)
Ayr, Renfrew, Bute, and South Argyle. Rutherfurd, B.-II. 10, 34, 38, 43.	Estate owners (10.) Landowners. (43.)	Go with the farm, and are under the control of the farming tenants. (38.)	Assigned free of rent by farmers to their servants. Sometimes, but rarely, as in South Argyle, a quasi rent is obtained, the wife milking cows for accommodation given. (38.)	Labourer pays neither rates nor taxes. (34.)
Berwick and Roxburgh. Wilkinson, B.-VI. 6, 48, 49.	Almost all the landlords are resident, and pay great attention to their estates, and most cordial relations exist between them and their tenants, both rich and poor. (6.)	-	Often let to estate servants at 2*l.* 10*s.* to 3*l.*, to others at 4*l.* to 4*l.* 10*s.* Farm cottages are always given rent free. (48, 49.)	Rate free to the servants. Landlord and farmer generally share the payment of the rates. In cottages not going with farms, the occupier and owner share the payment of the school and poor rates. (49.)
Breadalbane Pringle, B.-III. 44.	In all cases belong to the proprietors, and are let to the tenant as part of the farm.	-	Rent free	Poor-rate, 6*d.* in the £ in 1892, and school-rate, 8½*d.* These are paid half by the tenant and half by the farmer.
Caithness, Orkney, Sutherland, and Ross. Rutherfurd, B.-I. 34, 42.	Mostly landowners (42.)	Almost universally form part of the tenants holding. (34.)	—	—
Edinburgh and Haddington. Pringle, B.-II. 105.	The property of the landlord, and are let along with the land.	Held by labourers free of charge for the time they continue in the employment of the lessees.	Rent free	Rates and taxes paid partly by the proprietor and partly by the tenant.
Fife, Kinross, and Clackmannan. Pringle, B.-I. 161, 167; App. D.	By landlords, and let to farmers. (167.)	Farm servants occupy their cottages during the term for which they engage to their employer. No formal notice to quit is served by either side. (167.)	Farm servants pay no rent. (167.) Value of cottages varies from 2*l.* to 6*l.* per annum. (161.)	Farm servants do not pay any. (167.)
Forfar and East Perth. Gillespie, B.-VIII. 26, 33; App. A.	Estate owners (33; App. A.)	Let to farmer (App. A.) Many of the servants are anxious that they should be held directly from the laird. (26.)	—	—
Inverness (North) and Ross (South). Pringle, B.-IV. *Arable*, 14, 38.	-	Held from employer; they are part and parcel of the farm. (38.)	Occupier pays no rent (38.)	Occupiers pay neither rates nor taxes. (38.)
Pastoral, 134	-	-	Shepherds pay no rent (134.)	Shepherds pay no taxes. (134.)
Lanark (North) and Linlithgow. Rutherfurd, B.-IV. 10, 38, 39, 44.	Landowners (10, 39, 44.)	Part of the farm premises, and let therewith. (38.)	—	—
Moray, Banff, and Nairn. Gillespie, B.-VI. 25.	Universally the property of the laird.	Universally let by the laird to the farmer.	Given by farmer to his engaged servants as part of their wages.	Paid one-half by the laird, one-half by the farmer.
Selkirk, Peebles, and Dumfries. Wilkinson, B.-V. 16, 19.	-	Shepherds' and ploughmen's cottages are all let with the farms. (19.)	Value of cottage and garden, 4*l.* (16.)	—
Stirling and Dumbarton. Rutherfurd, B.-III. 8, 36, 67, 77.	Several large owners (8.)	The usual farm system prevails (67.)	Value of houses, 3*l.* 10*s.* to 5*l.* a year. (77.)	Rates and taxes, when mentioned at all, were put at, for a 4*l.* house, 12*s.* (77.) All paid for the labourer. (36.)
Wigtown, Kirkcudbright, and Dumfries. Rutherfurd, B.-V. 13, 44, 49.	Large landowners	—	—	—

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ENGAGEMENT, CONDITIONS OF.

THE AGRICULTURAL LABOURER.

C. Carter, including all who have charge of horses.
St. Stockmen, including cowmen.
Sh. Shepherds.
L. Ordinary labourer.

District. Assistant Commissioner Reporting. Reference to Reports.	Employment, regular or otherwise.	Period of Engagement.	Hours of Work.		Sunday Work.	Time lost in Wet Weather or during Sickness.
			Summer.	Winter.		
PRINGLE A. 19, 23, 29.	Constant employment for all regular men. (19.)	Yearly or half-yearly; yearly are popular among married labourers and the steady and well behaved single men. (19.)	For {ploughmen varies from 9 to 9½ hours in the field. Total hours engaged from 11½ to 12½. (23.)	From daylight to dark, or from 7 to 8 hours.	Horsemen feed and do up their horses as long as they are in the stables, but it is usual for one man to take duty during the day thereby enabling the others to have the day to themselves. Cattlemen during the time that cattle are housed are engaged Sunday as well as Saturday. Some get paid extra, but the custom is by no means general. (29.)	Wages are paid to the regular men whether well or sick. (19.)
RUTHERFURD. A. 27, 32, 33, 35, 37, 39, 42, 43.	For the most part regular; occasional labourers are but few. (27, 32.)	Married men in cottages usually by the year, and paid either by the year or week and have to provide and board a female worker, others half-yearly but more generally by the month or fortnight. Single men engaged and paid by the half year, but it is usual to give instalments by request. (32, 33.)	In the fields 10 hours. At the stables at 5 o'clock. (35.) C. 11½ to 12½ hours. (39.) Long hours at harvest. (37.) Shepherds hours are somewhat protracted, but the division of the day is in their own hands. (42.)	In the fields from light to dark. At the stables at 5 o'clock. 9½ to 10 hours.	All horsemen appear in morning for mid-day feeding; one man attends in rotation. Cattlemen have little Sunday leisure in winter. Female workers and byrewomen have the Sundays on a kind of rotation, but in dairy districts in summer are kept pretty closely to work. (43.)	—
WILKINSON A. 3, 6.	Continuous for almost all the regular staff of a farm. (3.)	Yearly for almost all the regular staff of a farm. (3.)	Less than in England (6.)			Wages are paid during illness. (3.)
Aberdeen and Kincardine. Gillespie, B.-VII. 12, 33; App. A. 30.		By the year for married men, by the half year for single men. (12.)	C. from 6 to 12, and 2 to 6, as long as the daylight will allow it. (33.)	C. in some places where they do no work except with horses, their work is limited to daylight.	C. all attend in the stables in the morning. Any other work can be done by one man in four or five taking his turn. Cattlemen very little in summer, in winter he can only get a Sunday free if a ploughman will do his work. (33.) St. are the hardest worked of any, their hours are from 6 to 9 and except for three months in summer they never have a Sunday to themselves. App. A. 30.	—
Ayr, Renfrew, Bute, and South Argyle. Rutherfurd, B.-II. 18, 19.	Continuous for the ordinary staff; casual and intermittent for some of the field workers and harvest hands. (18.)	Men in cottages engaged by the year. In some cases engaged for six months and if to their mind re-engaged for a year. Single men engaged and paid by the half-year. Ordinary labourers hired by the day or week. Women workers in the fields by the half year and boarded, or by the day, and sometimes by the piece. (18.)	C. 7 to 6. St. from 5 to 6 or later. L. 7 to 6. C. in part of Argyle 5.30 to 6. About 11½ hours. (19.)	Daylight to dark. St. the same as in summer. Daylight to dark. Daylight to dark. About 9½ hours.	—	—

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THE AGRICULTURAL LABOURER.

ENGAGEMENT, CONDITIONS OF—*cont.*

THE AGRICULTURAL LABOURER.

District. Assistant Commissioner Reporting. Reference to Reports.	Employment, regular or otherwise.	Period of Engagement.	Hours of Work.		Sunday Work.	Time lost in Wet Weather or during Sickness.
			Summer.	Winter.		
Berwick and Roxburgh. Wilkinson, B.-VI. 20, 24–26, 37, 65.	Continuous for all yearly men, but cottars, "workers," and boys are only paid for the time at work. Except, however, for young boys only taken on for odd jobs there is not often any break in the continuity of their work. (24.)	Almost all employed by the year. Single men boarded and lodged in farmhouse by the half year. Cottars by the year. Extra men usually hired by the week. (20.)	The total hours are about 10 to 10½ for most of the year, and about 8½ to 9 for the rest, with 1 to 1½ hours added for ploughmen and byremen. The hours are generally somewhat less upon hill farms. (26, 65.)		Byremen 4 to 5 hours. If not helped he is tied for the day. Ploughmen have to attend to their horses. On one farm one comes in the morning to feed and water the horses and do other necessary work, though all as a rule attend in the evening. (27.)	Men lose none. Women only paid when at work. (37.)
			The hours are a little longer at hay time and harvest. (25.)	—	In one or two cases ploughman required to do the work of byreman; this is a grievance. (28.)	
Broadalbane - Pringle, B.-III. 26-28.	Generally regular (26.)	Yearly are general - (26.)	L. 10 hours. C. about 12 hours. Sh. sometimes very long hours, sometimes not more than 6 hrs. (27.)	L. 7 to 8½ hours, from daylight till dark, and half an hour after supper.	All attend morning and evening, one attends through the day. About 1½ hours for those off duty "at midday." Sunday to a shepherd is little different from Saturday. (28.)	—
Caithness, Orkney, Sutherland, and Ross. Rutherfurd, B.-I. 16, 17, 21, 26, 44.	Regular and continuous. (16.)	Farm servants in cottages by the year; paid half-yearly. Single men by the half year. Women by the half year also, when not engaged by the day. (16.)	In the fields 10 hours. (17.)	—	The men usually appear at the stables in the morning, a deputy from themselves, middle day and attendance in the evening varies. Cattlemen have little leisure in winter. (26.)	—
			C. 12½ hours. (21, 44.)	C. 9½ to 10 hours.		
Edinburgh, and Haddington. Pringle, B.-II. 25, 27, 30, 32, 33, 34, 37, 40, 87.	All regular servants living on the farm are found work summer and winter, wet or dry. (27.)	The whole of the regular working staff engaged by the year. (25.)	From 6 to 6, or about 10 hours actual work. (32, 33.)	From daylight to dark, or about 7½ hours actual work.	All hinds attend in the morning, and one takes charge for the day. At night all or some come. The men can arrange among themselves. Cattlemen's winter work is the same on Sunday as Saturday, and the same may be said of shepherds all the year round. (40.)	For all regular hands no time lost. (87, 27.)
		Casual labourers are only employed at certain times of the year and for indefinite periods. (30.)	C. have longer hours and St. longer hours from October till May. (34, 37.)			
			Sh. have not set hours. (38.)			
Fife, Kinross, and Clackmannan. Pringle, B.-I. 109–112, 127, 129–131; App. D.	For all in charge of stock regular and continuous. Regular for some orramen, casual for others. For women, regular for those who desire it. (109.)	Nearly all yearly. Some six months. (110.)	L. 9 hours. (119.)	L. daylight to dark, about 7 hours.	The general rule for all horsemen to attend in the morning, then one man attends for the rest of the day by turns, but some masters insist on all coming in; the cattlemen have the same work on Sunday as Saturday. No work in summer, unless cattle are housed. (130.)	Work is found for wet days. (5.)
		Generally paid by instalments every month. (111.)	C. and St. longer 11½ to 12½. (127.)	C. and St. longer 10½ to 11½.		
		When the engagements are indefinite a month's notice to quit is the warning on either side. (112.)	Sh. no set hours from break of day till 6 or 7 p.m. (129.)	--		
Perth and East Perth. Gillespie, B.-VIII. 15, 27.	- - -	Married by the year, single by the six months, and sometimes by the year. (15.)	C. from 6 to 11 and 1 to 6. The travelling to and from work being done, one half in the master's time and one half in the men's. (27.)	C. the work is limited by the daylight.	—	—

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ENGAGEMENT, CONDITIONS OF—*cont.*

THE AGRICULTURAL LABOURER.

District. Assistant Commissioner Reporting. Reference to Reports.	Employment, regular or otherwise.	Period of Engagement.	Hours of Work.		Sunday Work.	Time lost in Wet Weather or during Sickness.
			Summer.	Winter.		
Inverness (North) and Ross (South) Pringle, B.-IV. 28-30, 110, 113-115. *Arable.*	- - -	Except in the case of single men hired to drive farm horses, boarded and lodged in farmhouse, or supplied with bothy accommodation who are frequently engaged for six months; yearly engagements are general for all regular and constant labourers They are paid every six months. (28.)	C. 9½ hours in the fields, total hours 12. St. 10 hours. L. 10 hours.	C. 7½ hours in the fields, total hours 11½. St. 11½ hours. L. from daylight to dark. (29.)	C. in summer, the horses are turned out, but one man is generally expected to stay about in case of accidents. In winter one man by arrangement looks after the stable by day, some or all helping night and morning. Those not in charge of stock have no Sunday work. Cattlemen and shepherds experience little difference between Sunday and Saturday. (30.)	About 6 to 8 weeks in the year by woman. (28.)
Pastoral.	Regular and constant employment not so easily got as formerly, there being a large decrease in cultivated area. (110.)	Yearly for shepherds. Ploughmen who occupy farm cottages are also yearly servants on half-yearly payments. Single men are frequently hired for six months only. There do not appear to be any monthly servants. (113.)	Shepherds' hours cannot be well defined. Entirely regulated by the time of year and the weather. L. 10½ hours. C. 11½ hours.	7 to 8 hours. 9½ hours. (114.)	Shepherds duties are the same on Sunday, but, except at busy seasons, their duties do not prevent their attending Divine service. Ploughmen are engaged half an hour in the morning and the same time again at night. (115.)	—
Lanark (North) and Linlithgow. Rutherfurd, B.-IV. 17-19, 23, 25; App. D. (1), (2).	Regular and continuous for farm servants. (18.)	For married men in cottages a yearly hiring. In a few cases by the half year. Usually paid by the week. A condition being that he must supply a female worker. On one farm there are monthly engagements. For single men usually by the half year. (17, 19.)	C. and St. about 11 hours 40 minutes. At potato harvest the hours are a little longer, and of course with corn harvest. (23.)	C. and St. about 11 hours 40 minutes.	C. always engaged in the morning; some at midday and evening. St. have few Sundays in winter, but in summer have much more freedom. Women have their rotation, but their outings were not so frequent. (25.)	Remuneration is continued in illness. (18.)
Moray, Banff, and Nairn. Gillespie, B.-VI. 9, 17; App. A.	- - -	Six monthly engagements and payments for single men. Yearly engagements and half-yearly payments for married men. (9.)	C. from 5 till 8, but not working all the time. St. please themselves about hours so long as the work is done. (17; App. A.)	C. The same as in summer.	C. all attend in the stables in the morning. Any other work can be done by one man in four or five taking his turn. St. very little in summer. In winter he can only get a Sunday free if a ploughman will do his work. (17.)	—
Selkirk, Peebles, and Dumfries. Wilkinson, B.-V. 10, 11.	Continuous for nearly all. (10.)	Shepherds, married ploughmen, and cattlemen always engaged by the year. Single men, who mostly live in the farmhouse, by the half year. Lambing assistants are engaged for three or four weeks only. (10.)	6 to 6, with 2 hours for dinner, or from 7 to 6, and 1½ hour for dinner. (11.)		—	—
Stirling and Dumbarton. Rutherfurd, B.-III. 16, 19, 23, 28, 54, 55.	Regular for the ordinary staff. Occasional labourers somewhat intermittent. (16, 53.)	Married men by the year; occasionally by the half year. Paid at so much a year or so much a week. Single men by the half, and occasional labourers by the day or week. Female workers, usually supplied from ploughmen's families, engaged at so much a day, and paid accordingly. Dairymaids and byre women engaged by the half year, with board on the premises. (19, 54.)	C. 11½ and 12 hours. St. somewhat longer. L. 10 hours. (23, 28, 53.)	C. 9½ and 10½ hours. St. somewhat longer. 10 hours.	—	—

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ENGAGEMENT, CONDITIONS OF—*cont.*

THE AGRICULTURAL LABOURER.

District. Assistant Commissioner Reporting. Reference to Reports.	Employment, Regular or otherwise.	Period of Engagement.	Hours of Work.		Sunday Work.	Time lost in Wet Weather.
			Summer.	Winter.		
Wigtown, Kirkcudbright, and Dumfries. Rutherfurd, B.-V. 20, 22, 23, 25, 26.	Regular for a considerable proportion of the people engaged. (20.)	Married ploughmen by the year, and paid by the year, or a yearly engagement at so much a week. All others by the half year. Ordinary labourers by the day or week. (22.) Byre women and and dairymaids lodged and boarded on the premises, engaged by the half year, and paid by the half year. (23.)	C. 10 hours working in the fields. Stable work before and after. (25.)	C. 10 hours working in the fields. Stable work before and after. In some parts they only begin at 8.	The usual arrangement of a rotation of men. All work in the morning—feeding in the middle day, and suppering at night, usually done by one man by arrangement. (26.)	Female workers, provided by married farm servants, lose time in wet weather. (20, 22.)

Employment of Women and Children.

District. Assistant Commissioner Reporting. Reference to Reports.	Employment of Women.	Hours of Work.	Boys and Children. Age at which they commence Work.
PRINGLE A. 24.	- - - - -	From daylight to dark in winter. In summer 9 or 10 hours according to the district.	—
RUTHERFURD A. 26.	"Workers" are the women, whose chief work is out in the fields. Byre-women work in the byre in attendance on the cows; and there are dairy women.	- - - - - -	Children are rarely seen. In some places they assist at the potato harvest.
WILKINSON A. 4.	Women workers are engaged by the year, either directly by the farmer, and take a house from him as part of their wages, or indirectly, a relative, generally their father, engaging with the farmer to supply them as workers. The understanding is that they are not paid for days on which work is missed.	—	—
Aberdeen and Kincardine. Gillespie, B.-VII.; App. A., 7, 8, 45.	Women are not now to be got for field work. (App. A. 7.)	Employed by a potato merchant. Women 7 to 8 hours in the dead of winter, in spring 9 to 10 hours. (App. A. 45.)	Crofters children supply a good class of servants. (App. A. 8.)
Ayr, Renfrew, Bute, and South Argyle. Rutherfurd, B.-II., 19.	Women work in fields, attend to cattle, and dairy work.	In fields from 7 to 6 in summer, from daylight to dark in winter. In dairies from 5 to 7 or later summer and winter. Some stated that women were in some farms virtually "on the tramp" all day long.	Not employed unless old enough to work with women in the fields. In some places not till 14, and then for half-time only.
Berwick and Roxburgh. Wilkinson, B.-VI., 14.	A vast amount of field work is done by women, and at their particular work many regard them as equal to men. It is probably true that the principal reason for leaving field work is from their wages being too small in proportion to their work.	—	—
Breadalbane Pringle, B.-III., 26.	Women are scarcely to be obtained. Regular out-door workers are scarcely heard of. Engaged either by the year or by the half-year.	—	—
Caithness, Orkney, Sutherland, and Ross. Rutherfurd, B.-I., 24.	Women attend to cattle and dairy, and work in the fields.	Women and boys are usually employed for 10 hours. Women having to attend to cattle may be somewhat longer. Those engaged for out-door work who board in the master's house are said to have a particularly hard life.	—
Edinburgh and Haddington. Pringle, A. 39, B.-II., 26, 32, 87.	Middle aged women and women with daughters engaged for six months or a year. Such women engage for a free house and are called "women cottars." (26.) Only paid for the number of days actually employed. (87.)	From 6 to 6 in summer, and from daylight to dark in winter. (32.) Ten hours in the field in summer. (A. 39.)	—
Fife, Kinross, and Clackmannan. Pringle, A. 39, B.-I. 18, 114, 127; App. A. 7.	Generally engaged from day to day. A few six months engagements on farms where a dairy is kept. Paid by the week, fortnight, or month. (114.)	Women and boys 9 hours in summer 7 in winter. (127; App. A. 7.; A. 39.)	Lads substituted for men for ploughing. (18.)

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ENGAGEMENT, CONDITIONS OF—*cont.*

Employment of Women and Children—cont.

THE AGRICULTURAL LABOURER.

District. Assistant Commissioner Reporting. Reference to Reports.	Employment of Women.	Hours of Work.	Boys and Children. Age at which they commence Work.
Forfar and East Perth. Gillespie, B.-VIII. 22; App. A. 10, 20.	Women and lads work at piece work and harvest. Also women work in dairies. (22.) Women workers are very scarce. (App. A. 10.) Barn work done by women if they can be got. (App. A. 20.)	—	—
Inverness (North) and Ross (South). Pringle A. 39, B.-IV. 25, 28.	Women workers are very scarce (25.) Women are not formally engaged save those who as cottars are supplied with a free house. The absence of the potato crop means many lost days in winter. They lose from six to eight weeks in the year. (28.)	10 hours in the fields in summer. (A. 39.)	—
Lanark (North) and Linlithgow. Rutherfurd, B.-IV. 14, 24.	Field work, byre, and dairy work. (24.)	Women and lads in high summer will start between 2 and 3 in the morning for the strawberry fields so as to be there before the appointed time and earn extra pay. A domestic servant formerly so engaged said she had worked 7½ hours extra and so earned altogether 5s. a day. For women the usual hours for field work are 10, for byre and dairy work from 12 to 13. (14.)	—
Moray, Banff, and Nairn. Gillespie, B.-VI. 4; App. A.	Women are hardly known as labourers now unless at harvest. (4.) Women are difficult to get. (App. A.)	Women the same hours as men (App. A.)	Children are never employed. (4.) Children are not to be got at all. They begin work at 14 and at 18 get full work and full wages. (App. A.)
Selkirk, Peebles, and Dumfries. Wilkinson, B.-V. 9.	Not much demand for women workers; they are decidedly scarce.	—	—
Stirling and Dumbarton. Rutherfurd, B-III. 19, 20, 24-27, 56-58.	Female field workers supplied by ploughmen or cattlemen living in cottages. Dairymaids and byre women. (19.)	Women in byres and dairies work from 5 or much earlier according as the dairy is near a town or not; finishing if starting at 5 at 7 or 8. Byre women's hours are somewhat less. Field workers hours are 10 in the summer months and from daylight to dark in winter. (24-27, 56, 57.) Round Glasgow from 3.40 to 6 summer and winter. (58.)	Rarely heard of in the way of labour, but when old enough to work with women in the fields they are engaged on similar terms. (20.)
Wigtown, Kirkcudbright, and Dumfries. Rutherfurd, B.-V. 25.	- - - - - - -	Byre and dairy women commence work at hours depending on the position of the farm and nature of business carried on. For the sweet milk trade at 4.30 or 5 to 7 or 8. (25.)	—

LAND HELD BY AGRICULTURAL LABOURERS.

District. Assistant Commissioner Reporting. Reference to Reports.	Gardens.	Allotments.	Potato Grounds.
PRINGLE A. 50-52.	Every cottage has its small garden. There is as much opposition to anything over one rood at the very outside in one parish as in another. Some are so small and badly situated as to be practically valueless. Some are made the most of while others are very neglected. (50.)	So much do the farm servants feel the need of rest after work that in many cases the gardens attached to the cottages are only partly utilised. (51.)	The custom of giving so much potato land or so many bolls or cwts. of potatoes as part of the men's wages is general all over the arable portion of Scotland. (52.)
RUTHERFURD A. 76, 78.	Scarcely an instance where the garden was at any distance; it is true they were usually small, but the labourers generally had as much as they cared to cultivate. The sizes were said to vary from a tenth of an acre downwards. Many were 20 yds. × 6 or 8, some 32 × 12, occasionally really of very fair proportion. (76.)	No instance of the Allotments Act (Scotland), 1892, having been put into force. The almost uniform reply from labourers to inquiries was that they were not inclined to do the necessary labour, having worked sufficiently upon the land during the day. (78.)	—
WILKINSON A. 8, 9.	Are generally smaller in Scotland than in England, but as potatoes are given, and in many cases a cow is kept for a man, large gardens are not needed. (8.)	As potatoes are given, and in many cases a cow is kept for a man, he is engaged for the year and has an upstanding wage, he has no need of an allotment. (8.)	Either so much potato ground is given or so many bushels or other measures of potatoes. (9.)
Aberdeen and Kincardine. Gillespie, B.-VII; App. A. 52.	One-eighth of an acre, or perhaps a little more. Not well cultivated.	—	—

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LAND HELD BY AGRICULTURAL LABOURERS—*cont.*

THE AGRICULTURAL LABOURER.

District. Assistant Commissioner Reporting. Reference to Reports.	Gardens.	Allotments.	Potato Grounds.
Ayr, Renfrew, Bute, and South Argyle. Rutherfurd, B.-II. 45–47.	Generally one, but size varied considerably, say from twelfth of an acre downwards, usually cultivated, but sometimes not to the full extent. (45.)	Not sought after (46.)	Except to a small extent where pig manure is to be disposed of, are not often granted, partly because potatoes are supplied in part payment of wages. In South Argyle, however, land enough for seed to produce about a ton was granted, and manure. (47.)
Berwick and Roxburgh. Wilkinson, B.-VI. 31, 50, 51.	As a rule small, and large ones are not required as the potatoes are grown in the fields. (50.)	Hinds care nothing for these having potatoes grown and cows kept have all the advantages of allotments without the trouble. The only applicants are masons or other artificers, or town people. (51.)	The quantity of potatoes given varies from 1,400 to 1,800 yards, the latter being the commonest quantity in Berwickshire. (31.)
Breadalbane Pringle B.-III. 45, 46, 31 (C).	Each cottage has its garden. Often in the case of shepherds it is part and parcel of the small field or croft. He may treat the whole croft as a garden if he cares to do so. The general custom is to spade till about 20 perches, or half a rood, the employer working the potato land outside the garden. Cultivation is somewhat careless and slovenly. Potatoes, cabbages, and onions mostly grown. (45.)	Among regular and constant labourers there is no demand for them, but a supply would be welcomed by the labouring classes about towns. If to be of any service they must not be more than half a mile from the cottages. (46.)	A few have potatoes, but the usual custom is for each man to have as much land tilled as he can find manure and seed for. (31 C.)
Caithness, Orkney, Sutherland, and Ross. Rutherfurd, B.-I. 54.	Most cottages have gardens. Generally spoken of as small, but often left uncultivated. Crops nearly the whole in potatoes, a few cabbages, and other vegetables.	A general agreement that they were not required, and that the men would be too tired to cultivate them.	—
Edinburgh and Haddington. Pringle, B.-II. 65*c*, 106, 107.	Every labourer's cottage has one. The size varies, but 200 sq. yds. may be taken as a fair average. Anything above this is (except near a town) more than a man cares to work or has any use for. As a rule fairly cultivated. Early potatoes and vegetables are grown. Some of the newer cottages are nicely ornamented with flowers in front and creepers up the walls. (106.)	No demand for them (107.)	Potatoes are given either in the form of so many yards of a drill in the field tilled, manured, laboured, ploughed out, and carted home at the master's expense, or a given quantity roughly dressed and free from disease. (65 C.)
Fife, Kinross, and Clackmannan. Pringle, B.-I. 178, 183, 185–188; App. D.	All have gardens. The size varies from 200 to 500 sq. yrds. Those extending to a rood are not numerous now. In many cases half a small garden was entirely neglected. Crops ordinary vegetables and early potatoes. (178.) No desire for larger gardens (183.)	No desire for them (185–188.)	The prevailing custom is to give part payment in the form of potatoes either in the bulb or in the drill. (178.)
Forfar and East Perth. Gillespie, B.-VIII.	—	—	—
Inverness (North) and Ross (South). Pringle, B.-IV. *Arable*, 40, 41, 44, 45.	90 per cent. of the cottages have small gardens. These vary in size from 100 to 250 sq. yds. In many cases the spot selected was unsuitable, and the soil of very poor quality. Some well tilled and weeded, others neglected. Potatoes and cabbages are the principal crops. Some are beautifully kept and cropped with a variety of vegetables. (40.) Larger gardens many need and should have. (45.)	Not counting crofts, there are neither small holdings nor allotments found in this district. (44.)	The general custom is for each labourer to have a "harvest drill" of potatoes. The length of the drill varies from 200 to 500 yards. In the latter case two drills may be required to fulfil the stipulated quantity. The master does all horse work, and supplies the land free of charge, and in most cases the manure is obtained from the farmer's dungheap or cattleyard. (41.)
Pastoral, 119	- - - - -	- - - - -	"Inby" herds get a bit of potato land ploughed and manured by the master. (119.)
Lanark (North) and Linlithgow. Rutherfurd, B.-IV. 46, 47.	It may be taken as a universal rule that in this district gardens were granted with the cottages. Size varied from a mere patch to a quarter of a rood, one-eighth of a rood being the more usual size. Crops usually cultivated, potatoes and other vegetables, occasionally either a portion or the whole seemed neglected. (46.)	No instance of any having been supplied in the district. (47.)	—
Moray, Banff, and Nairn. Gillespie, B.-VI. 27.	Almost every house old or new has one which is generally devoted to potatoes. Here a smart wife will contrive to have some bright flowers.	No allotments.	—
Selkirk, Peebles, and Dumfries. Wilkinson, B.-V. 16, 20.	In all instances mentioned there are gardens. (16.)	Do not exist and are not wanted. Shepherds do not like husbandry. (20.)	Potatoes are allowed. (16.)
Stirling and Dumbarton. Rutherfurd, B.-III. 79, 80.	In nearly every case the cotmen had gardens with their cottages either immediately in front or at a little distance. Potatoes and other vegetables the usual produce. Flower gardens were very rare indeed. Size ¼ to ½ of an acre, sometimes less. No complaints as to their dimensions. (79.)	None desired, the reasons given being that there was not time enough after their masters work, that shorter hours would give them leisure for cultivation and so on. (80.)	—

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LAND HELD BY AGRICULTURAL LABOURERS—*cont.*

THE AGRICULTURAL LABOURER.

District. Assistant Commissioner Reporting. Reference to Reports.	Gardens.	Allotments.	Potato Grounds.
Wigtown, Kirkcudbright, and Dumfries. Rutherfurd, B.-V. 53-54.	Universal custom for cottages to be provided with a garden, always either immediately in front or near at hand. Sizes given by witnesses ¼ of an acre, ½ a rood, &c., but it was not often that they were so large. Those measured were frequently 20 yards × 8 or 9. A plot of 32 yards × 12 was a large garden. Crops, chiefly potatoes and other vegetables. Flower gardens very rare. (53.)	None. At one place it was stated that certain persons had made an application in the proper quarter, but for satisfactory reasons the application was not granted. (54.)	—

RELATIONS BETWEEN EMPLOYERS AND EMPLOYED.

District. Assistant Commissioner Reporting. Reference to Reports.	Statement.
PRINGLE A. 22, 60-62, 72.	The love of changing from farm to farm which largely prevails has been the cause of a great deal of ill-feeling between master and man. (A. 22.) The relations are almost unique (60). Wherever bad bothies, bad cottages, and proximity to mining villages and manufacturing towns occurred the relations were anything but cordial. They are most strained where land is inferior and the farmers are "small men" (61). The bothy system is a disgrace to Scotland (62). A court of arbitration or "board of conciliation and equity" it is thought would act beneficially (72).
RUTHERFURD A. 15, 84.	Was generally represented on both sides as satisfactory. In some cases the farmers thought that since the agents of certain societies had been about, the feeling had not been quite so friendly, and at times the labourers would say that on the establishment of a branch of the Federal Union the masters had manifested rather less good will, but that this had passed off and all was much as before (84).
WILKINSON A.-I. 9.	Are perhaps more uniformly cordial than in England, which may be mainly ascribed to the fact that there is less catch or casual labour employed, and to the family system alluded to in par. 4.
Aberdeen and Kincardine Gillespie, B.-VII. 8; App. A. 21.	The relations are good. In some cases there is ill-feeling (App. A. 21).
Ayr, Renfrew, Bute, and South Argyle. Rutherfurd, B.-II. 52.	Uniformly stated by both sides as "fair" and often as "very fair" or "good"
Berwick and Roxburgh Wilkinson, B.-VI. 62.	There is an admirably good understanding between the vast majority of the farmers and their men. Strenuous efforts to disturb the harmony have so far failed to achieve any lasting success.
Breadalbane Pringle, B.-III. 46 (2).	Most friendly, particularly between shepherds and their masters; many men have been all their lives on the same farm. There seems to be a feeling of mutual respect and confidence.
Caithness, Orkney, Sutherland, and Ross. Rutherfurd, B.-I. 57.	The general statement was that there was a "good" or "very fair" understanding, though in a few cases the masters thought that since "agitation" from the outside had set in the relations were not so satisfactory.
Edinburgh and Haddington Pringle, B.-II. 114, 115, 118.	The relations are good. With regard to the scarcity of women workers, they have nothing to say against their masters, but dislike farm work and are not sufficiently well paid. When working side by side with the orra men and hinds she is doing as much as a man and yet only getting half a man's wage. The abolition of the bondage system has done much to improve the relations between employer and employed.
Fife, Kinross, and Clackmannan. Pringle, B.-I., 196, 205, 209, 210, 215; App. B. D.	Are not so friendly as once existed, but not everywhere that bad feeling exists. The behaviour of servants in the matter of engagements is most improper and unfair. Where the stabling up of horses was done at 8 p.m., objection was freely expressed against it. Ploughmen also object if they have to assist cattlemen in the morning. Complaints made on all sides against the recent alterations of the Martinmas term from November 11th to November 28th, it being a worse time of year to change houses.
Forfar and East Perth Gillespie, B., VIII., 5; App. A. 10.	Where there are good masters and men, their relations are good. Seventy per cent. of the masters are considerate of their servants.
Inverness (North) and Ross (South). Pringle, B.-IV., 49-56, 135. *Arable.*	The labourers said they were on excellent terms with their employers. From all quarters the length of hours was complained of and holidays wanted. It was stated by employers that they would gladly give holidays if they could afford it, but they cannot under present circumstances. Complaints of quality of food in the farm kitchen not substantiated. Complaints against carrying plough-irons to the forge in labourers time. And of the cost of children's school books.
Pastoral	By both parties are stated to be most friendly. Mutual confidence and sympathy prevail. No complaints on either side. The shepherd is contended with his wages and the master with the return he gets in the shape of work and attention to his stock. Even the ploughmen stay better and give less trouble than in the arable country.
Lanark (North) and Linlithgow. Rutherfurd, B.-IV. 55.	The general relations seemed satisfactory.
Moray, Banff, and Nairn Gillespie, B. VI. 33.	On the whole may be described as kindly. No serious complaints on either side.
Selkirk, Peebles, and Dumfries. Wilkinson, B.-V. 24.	Are most cordial. The shepherds are a quiet, thoughtful, trustworthy, and generally superior set of men, always spoken of in the highest terms by their employers. There is very little changing among farmers and their servants, and this is strong proof of the existence of pleasant relations.
Stirling and Dumbarton Rutherfurd, B.-III. 83.	Fairly satisfactory" and "very fair," the expression usually adopted. A little upset by the advent of the Ploughman's Federal Union, but now fairly good.
Wigtown, Kirkcudbright, and Dumfries. Rutherfurd, B.-V. 58.	Understanding usually satisfactory. In one part of Wigtownshire the men say, "In general we are in unity with one another." The masters say "good," "friendly," "very good." At one place in Kirkcudbright, "fairly good," but the young men were apt to cause trouble by changing two or three times during a hiring.

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THE AGRICULTURAL LABOURER.

SUPPLY OF LABOUR.

THE AGRICULTURAL LABOURER.

1. *Sufficient or otherwise.*
2. *Increase or Decrease during recent Years.*
3. *Immigration of Workers at particular Seasons.*
4. *Migration of Rural Population.*
5. *Comparative Efficiency of Labourers.*

District. Assistant Commissioner Reporting. Reference to Reports.	Supply, sufficient or otherwise.	Increase or Decrease in.	Immigration of Workers at particular Seasons.	Migration of Rural Population.	Comparative Efficiency of Labourers.
PRINGLE - - A. 14, 15, 17, 18, 55.	Women are scarce. "Orra" men or labourers not in charge of horses are scarce. Scarcity of ploughmen is complained of in the Highlands generally, and there is a poor supply of shepherds in Skye. (14.) There is a scarcity of good men. (15.)	The supply of labourers is much lower than it was 20 years ago. (15.)	In the Lothians Irish immigrants come about the beginning of summer and remain till the potato crop is harvested in October. A few Skye girls visit the Lothians in spring and summer. During harvest and potato lifting many labourers, male and female, go from towns and seaport villages to farm labour. (17.)	There is a constant flow from the rural districts. (15.) Very little emigration to the colonies. (55.)	Not so willing or obliging as formerly, but there was no reason to apprehend any falling off in the quality of the work turned out in purely agricultural districts. Wherever competing industries and bad bothies are found, the heart of the unmarried man is not in his labour, and he takes little or no interest in his employer's affairs. Women workers have deteriorated, and in the Beauly district were not at all up to the standard of the Lothians. (18.)
RUTHERFURD - A. 15, 19, 20, 22, 24, 25.	Milkers are difficult to get. (15.) The supply of hands was insufficient. (19.) A deficiency of female labour; qualified dairy women very rare indeed. (22.)	Labourers had decreased. (19.)	Generally diminished. Highlanders, fisher folk, and Irish come to help at harvest and other busy seasons. (24.)	Continuous to towns or districts where manufactories abound or to foreign countries. (20.)	More complain of inefficiency (compared with former times) in northern than in the southern counties. In comparison with other districts seldom unfavourable. (25.)
Aberdeen and Kincardine. Gillespie, B.-VII. 9-11, 23; App. A. 30.	Scarce, partly on account of want of cottages and partly the desire of entering such services as police and railways. (9.)	- - - - -	- - - - -	The migratory character of the young men is as conspicuous in this district as in Moray; they change at almost every term. (23.) At harvest time some go out of Aberdeen and other towns to the country. (App. A. 30.)	Not so efficient as they were. (10.) The efficiency of labourers is very much what it was, and fully as good as in other districts. (11.)
Ayr, Renfrew, Bute, and South Argyle. Rutherfurd, B.-II. 6 15-17.	Insufficient, and where it was stated to be otherwise it was admitted that there was a paucity as compared with former years. The deficiency was most marked in the case of females. (15.)	- - - - -	Of any kind was less than formerly. In Argyle practically extinct; the immigrants being in nearly all cases Irish. In Ayrshire a considerable proportion are to be found annually; they arrive early in the year for potato planting, and remain for corn harvest. (16.)	Considerable from the country to occupations in towns and abroad. (6.)	Thought to be rather less than formerly. In regard to women the complaint was more emphatic. (17.)
Berwick and Roxburgh. Wilkinson, B.-VI. 12, 15-17.	Women workers were scarcer than ever this year, therefore hinds who could supply them were in very great demand. In the case of men the supply was about equal to the demand. (12.)	Increased scarcity of workers. The supply of men is also less than a few years ago. (15.)	Several Irish still come regularly, but not so many as formerly. Also extra hands for potato lifting from the fishing villages along the coast. (16.)	Many go into the police force, and many go to towns and find ready employment as drivers of lorries or vans. (15.)	A conflict of testimony as to this. They are an exceptionally fine and active set of men. Many young men throw less energy into their work than the senior men. (17.)
Breadalbane - - Pringle, B.-III. 22-25, 53.	Of labourers and ploughmen is very limited. Female labourers can hardly be obtained. Of shepherds there is no scarcity. (23.)	A great decrease in the demand for agricultural labourers, both male and female. Casual labourers are little looked for now. Shepherds are as much required as ever. (22.) A decrease in supply. (23.)	—	—	—
Caithness, Orkney, Sutherland, and Ross. Rutherfurd, B.-I. 13-15.	Only in some places was there an adequate supply of labourers. With single men and women the deficiency was more marked; it was increasing, and with the women it amounted to serious scarcity. (13.)	A considerable decrease of labourers from former years. (13.)	In a few places of fisher folk from the coast and from the Highland crofts; in others from the former only, but in all the supply was diminishing. (14.)	- - - - -	Masters and men seemed to agree that efficiency, except in one or two particulars, was fairly maintained, both as to former times and certainly as to other districts. (15.)

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SUPPLY OF LABOUR—*cont.*

THE AGRICULTURAL LABOURER.

District. Assistant Commissioner Reporting. Reference to Reports.	Supply, sufficent or otherwise.	Increase or Decrease in.	Immigration of Workers at particular Seasons.	Migration of Rural Population.	Comparative Efficiency of Labourers.
Edinburgh and Haddington. Pringle, A. 17; B.-II. 12, 13, 15, 16, 17, 21, 24, 115, 118: App. D.	Very little falling off in the number of labourers employed or required. Women are just as much in demand as ever. For constant employment are very scarce. (12, 13.) Experienced shepherds are somewhat difficult to procure. (17.)	Considerable decrease in the supply of women. (App. D.)	Townspeople come. Numbers of Irish come in May and remain till the conclusion of the potato harvest. (21; A. 17.)	Not so much of males as from many other districts. (15.) Young women leave for domestic service. (16, 115, 118.)	The general opinion is that they are as expert and able as ever, but not so willing nor obliging. (24.)
Fife, Kinross, and Clackmannan. Pringle, A. 18; B.-I. 49, 54, 64, 92, 96, 98, 100-102, 105, 108; App. B.; App. D. (4).	Ploughmen are scarce. "Orra men" and women are scarce in the neighbourhood of towns and mines. Experienced drainers have greatly decreased in number. (54, 92: App. D. 4.)	Decrease during the past 10 or 15 years. (93.) A great decrease in women workers. (98.) No extra labour is needed except at busy seasons. (64.)	Even during the busiest seasons has assumed very small dimensions. (100.)	After the close of the salmon and trout fishing a large number of boatmen go to harvest and other work in the country. Townspeople also go to the country for harvesting. (101.) The smart lads become clerks or shop boys. (105; App. B. 49.)	There is no falling off in the quality of work, but in the quantity turned out. (102.) In the purely agricultural portion of Fife the farm labourer is a superior and far more efficient man than in Kinross, Clackmannan, and the south-west end of Fife, but not up to the standard of the border men. (108.) Women workers have greatly deteriorated in stamina and general proficiency. (A. 18.)
Forfar and East Perth. Gillespie. B.-VIII. 6; App. A. 19-22.	The supply of "orra labour" in the district is very small. (6.)	- - - -	- - - -	Even married men move about a great deal. The young men change a great deal. App. A. 19, 22.	—
Inverness (North) Ross (South). Pringle, B.-IV. *Arable*, 25-27.	Some say "plenty of labourers for demand;" others, "rather a scarcity of farm servants." Good labourers are scarce to what they used to be, and the nearer you get to Inverness the scarcer they are. Steady experienced men are rather scarce. Labourers say there is no scarcity of labourers. (25.)	A decrease in the supply of agricultural labourers. (25.)	None from Ireland, and Skye, or Hebridian girls only come in very limited numbers. (26.)	Girls go into domestic service; young lads drift into towns; many into police force and railways. A few emigrate mostly to Queensland, where they do well. Some to Canada not so successful. (25.)	Agricultural labour is not so well performed here as in the Lothians or Border Counties. Female labour is very inferior here to what it is further south. (27.)
Pastoral, 110-112.	The supply of shepherds is said to be quite sufficient. Ploughmen, farm labourers, and women workers are very scarce. Crofting villages supply casual labour, but away from crofts day labourers are most difficult to procure. (110.)	- - - -	- - - -	Young men and women leave the glens whenever an opportunity offers. (110.) Much periodical migration of females from the island of Skye. Young women go in spring to the arable counties of the mainland, and remain till autumn. (111.)	No change in the efficiency of shepherds. Labourers and ploughmen are said to be "unsettled and flighty." (112.)
Lanark (North), Linlithgow. Rutherfurd, B.-IV. 11-16.	Fairly sufficient, but sometimes masters were in the habit of advertising for farm servants. Dairymaids were scarce. In Linlithgow a deficiency all round. (11.)	A decrease during the last 10 or 15 years. (11.)	Some by Irishmen, but less than formerly. This usually occurs between July and December. They are employed in the earlier period in turnip singling, owing to the scarcity of women. (13.)	Considerable migration to the strawberry fields. (14.) Iron foundries and oil works claim many agricultural labourers, also the police force and the army, but the very best become attendants at lunatic asylums. (16.)	Thought to be as good or nearly so as formerly. This was not the case with regard to female workers. In comparison with other districts equal. (15.)
Moray, Banff, and Nairn. Gillespie. B.-VI. 4, 6, 7, 10; App. A.	Labour in its most comprehensive sense is certainly scarce. Women are hardly known as labourers now, unless at harvest, and children are never employed. (4.) Scarcity of "orra" labourers is attributed to the want of cottages on the land. (7, App. A.)	- - - -	Not even at harvest to any great extent. Some of the Spey fishermen take service in the country then. (6, App. A.)	Men leave farm work for railways, the police force, and emigrate. (7.) The constant migrations are deplored as tending to unsettle the men and preventing their ever taking an interest in their masters' work. (10, App. A.)	Factor to Lord Moray says:—They are as efficient as they used to be, but do not do as much work as in the south. (App. A.)

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SUPPLY OF LABOUR—*cont.*

District. Assistant Commissioner Reporting. Reference to Reports.	Supply, sufficient or otherwise.	Increase or Decrease in.	Immigration of Workers at particular Seasons.	Migration of Rural Population.	Comparative Efficiency of Labourers.
Solkirk, Peebles, and Dumfries. Wilkinson, B.-V. 9.	No difficulty in getting shepherds. As families grow up the young men take naturally to shepherding. A difficulty was heard of once or twice of getting ploughmen, but there is little flitting among them, so that farmers seldom have to find fresh men. Not much demand for women workers; they are decidedly scarce.	- - - -	- - - -	- - - -	No complaint of diminished efficiency. Several farmers thought their men above those of other districts.
Stirling and Dumbarton. Rutherfurd, B.-III. 9, 10, 12, 15, 48-51.	Round Stirling a scarcity of married farm servants and women. In Falkirk a deficiency all round, and so it was in the west of the county. (9.) The scarcity of dairymaids is becoming serious. (12.) Always a scarcity at hay and harvest season. (48.)	Generally a decrease - (9, 48.)	Appears to have diminished, and what there is is confined to Irishmen during corn harvest and potato lifting. (10, 49.)	Best leave for competing industries with high wages. (51.)	The comparison was rather unfavourable with regard to former times but the efficiency was equal to that of other counties. (15, 50.)
Wigtown, Kirkcudbright, and Dumfries. Rutherfurd, B.-V. 14-19, 27.	A sufficiency of male labour for present requirements; in one part day labourers were scarcely sufficient. (14.) Female labour scarce at all times, particularly dairy women. (15.)	A decided decrease during the past 10 or 15 years. (14.)	At the busy season Irish labourers from Ireland and Glasgow. Occasionally a supply of native Scotch emerge from towns for country work. (16.) A source of supply from Dumfries is that of the boys of the industrial school. They are employed for singling turnips. Carts meet them in the morning at some convenient station, and they are sent back to the institution in the evening. They do their work well and rejoice at the opportunity of being so engaged. (17.)	A number of the young of both sexes turn from farming and look to the emoluments in cities for which they are now qualified. (27.)	At Wigtown it was considered that the labourers of Ayrshire and Lanarkshire were superior, especially in regard to the management of horses. (18, 19.)

TRADE UNIONS AND STRIKES.

Amongst Agricultural Labourers.

District. Assistant Commissioner Reporting. Reference to Reports.	Statement.
PRINGLE - - - - A. 59.	The Scottish Ploughman's Union has struggled hard to obtain a footing, and has achieved a considerable degree of success in some districts.
RUTHERFURD - - - A. 83.	The only unions of the kind were a local one and a general one, the Scottish Ploughman's Federal Union. No strikes except in Stirlingshire, where the women refused to work at potato gathering when in attendance on a "digger" machine at less than 3s. a day. The strike failed.
Aberdeen and Kincardine - Gillespie, B.-VII. 46.	A union in Aberdeen. In many districts it has made an attempt to establish itself, but has failed. The servants do not trust societies, they doubt if they are managed for their benefit.
Ayr, Renfrew, Bute, and South Argyle. Rutherfurd, B.-II., 51.	In Renfrew a start has been made, and in some parts men seem to be joining in fair numbers the Scottish Ploughmen's Federal Union. There were places where several attempts had been made to introduce branches of the Union without success.
Berwick and Roxburgh - Wilkinson, B.-VI., 61.	Practically no trade union or league at present.
Breadalbane - - - - Pringle, B.-III. 48.	There have been neither strikes nor lock-outs.
Caithness, Orkney, Sutherland, and Ross. Rutherfurd, B.-I. 56.	No trade union in Orkney or Sutherland, but they exist in Caithness and Ross-shire. Nowhere had there been any strikes or lock-outs.
Edinburgh and Haddington - Pringle, B.-II. 112, 113.	Some years ago a branch of the Ploughman's Union was started in East Lothian, but it has dwindled away into insignificance. No strikes nor lock-outs.

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TRADES UNIONS AND STRIKES—*cont.*

Amongst Agricultural Labourers—cont.

THE AGRICULTURAL LABOURER.

District. Assistant Commissioner Reporting. Reference to Reports.	Statement.
Fife, Kinross, and Clackmannan. Pringle, B.-I. 194, 195.	The Ploughman's Union is the only example which exists in any of these counties, and up to the present time it does not appear to have made much progress. No strikes.
Forfar and East Perth - - Gillespie, B.-VIII. 36.	The Scottish Ploughmen's Federal Union has a considerable number of adherents; it has more than 100 in Perthshire. In many parts of the district it has none; it is not very popular in this district.
Inverness (North), Ross (South). Pringle, B.-IV. 46. *Arable.*	In the Black Isle the Scottish Ploughman's Federal Union is said to be "very strong." In the other parts here and there one hears of an adherent.
Lanark North, and Linlithgow. Rutherfurd, B.-IV. 53, 54.	None in the district; several attempts to establish them had been made, and for a time they took living shape, but eventually the branch would go down. No strikes or lock-outs.
Moray, Banff, and Nairn - Gillespie, B.-V. 34.	The Ploughman's Union has made various attempts to get a footing in the district, especially at election times; it has never succeeded, the men distrusting its political complexion and doubting its financial soundness.
Selkirk, Peebles, and Dumfries. Wilkinson, B.-V. 23.	Nothing in the shape of a trade union or league exists in the district, and there has been no strike.
Stirling and Dumbarton - Rutherfurd, B.-III. 11, 82.	None. The Ploughman's Federal Union had made a commencement in Dumbarton. A strike had been attempted by women in Stirlingshire, but it had failed.
Wigtown, Kirkcudbright, and Dumfries. Rutherfurd, B.-V. 57.	In Wigtownshire there was a local union which became incorporated with the Ploughman's Federal Union. A split subsequently occurred, and the union broke up. At Stranraer on the other hand the branch was said to be alive. It was alleged by the delegates that the ploughman's wages had been raised 2*l.* a year, and those of female milkers by 1*s.* a week. Strikes and lock-outs did not seem to have prevailed at any time.

WAGES AND EARNINGS.

Current Rate of Weekly Wages of different Classes of Agricultural Labourers.

District. Assistant Commissioner Reporting. Reference to Reports.	Carters and Men in charge of Horses.	Stockmen and Others in charge of Cattle.	Shepherds.	Ordinary Labourers.
Aberdeen and Kincardine. Gillespie, B.-VII. 20; App. A.	17*s.* with house; 18*s.* without.	- - - - -	- - - - -	Road men, 18*s.*; wood men, 15*s.*; with a prospect of a pension. Dyke builders about 4*s.* a day; Orra labourers, 2*s.* 6*d.* to 3*s.* (20.)
Ayr, Renfrew, Bute, and South Argyle. Rutherfurd, A. 55, B.-II. 21.	13*s.* to 14*s.* money wage - (21.)	- - - - -	- - - - -	In Renfrew, 18*s.* to 21*s.* Near Paisley, 4*s.* a day. South Argyle, 3*s.* to 3*s.* 6*d.*, but less in winter. (A. 55.) In Ayrshire, 15*s.* to 18*s.* (24.)
Berwick and Roxburgh. Wilkinson, B.-VI. 32.	- - - - -	- - - - -	- - - - -	Day labourers, 3*s.* in summer; 2*s.* 6*d.* to 2*s.* 9*d.* in winter. A good drainer getting 3*s.* 6*d.* Irish immigrants receive 7*s.* to 9*s.* a week before and after harvest, and 16*s.* to 20*s.* during harvest and food.
Breadalbane - - Pringle, B.-III. 29, 30, 35, 36.	- - - - -	- - - - -	- - - - -	3*s.* to 3*s.* 6*d.* a day when taken for short periods. (35.) Men who assist at lambing time, 1*l.* per week, 6*s.* a week board. Money and bothy accommodation. (36.)
Caithness, Orkney, Sutherland, and Ross. Rutherfurd, A. 55.	- - - - -	- - - - -	- - - - -	Caithness, 13*s.* 10*d.* per week with half a gallon of milk. Orkney from 2*s.* 4*d.* to 3*s.* a day. Sutherland and Ross from 15*s.* to 20*s.* a week.
Edinburgh and Haddington. Pringle, B.-II. 85.	- - - - -	- - - - -	- - - - -	Casual labourers, 16*s.* to 20*s.* a week. In winter, 2*s.* to 2*s.* 6*d.* lower wages.
Fife, Kinross, and Clackmannan. Pringle, B.-I.	—	—	—	—

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WAGES AND EARNINGS—*cont.*

THE AGRICULTURAL LABOURER.

Current Rate of Weekly Wages of different Classes of Agricultural Labourers—cont.

District. Assistant Commissioner Reporting. Reference to Reports.	Carters and Men in charge of Horses.	Stockmen and Others in charge of Cattle.	Shepherds.	Ordinary Labourers.
Forfar and East Perth. Gillespie, B.-VIII. 22.	- - - - -	- - - - -	- - - - -	"Orra" labourers who are steadily employed get 1*s.* 4*d.* or 1*s.* 6*d.* per day. At potato time, 2*s.* (lads). Men get 3*s.* a day.
Inverness (North), Ross (South). Pringle, B.-IV. *Arable*, 34.	- - - - -	- - - - -	- - - - -	Standard wages, 2*s.* 6*d.* a day for 10 hours work; 2*s.* to 2*s.* 3*d.* in shorter days; 1*s.* a day extra during harvest.
Pastoral, 128, 129, 131, 132.	- - - - -	- - - - -	Unmarried run from 13*s.* 6*d.* to 17*s.* 8½*d.* a week. (128.) Temporary, 10*s.* to 13*s.* a week all found to 20*s.* with food and lodging. 1*s.* 6*d.* a week should be added to this for carcases. (129.) Assistants at lambing time, 17*s.* 6*d.* to 21*s.* 1*d.* per week with board and lodging free. (129.)	Day labourers from 2*s.* to 3*s.* Some with food and some without. (132.)
Lanark (North) and Linlithgow. Rutherfurd, B.-IV. 34; App. D.	Lanarkshire from 18*s.* to 22*s.*; Linlithgow, 18*s.* to 20*s.*	From 18*s.* or 22*s.* - -	The same as ploughmen.	—
Moray, Banff, and Nairn. Gillespie.	—	—	—	—
Selkirk, Peebles, and Dumfries. Wilkinson, B.-V.	—	—	—	—
Stirling and Dumbarton. Rutherfurd, B.-III. 39.	- - - - -	- - - - -	- - - - -	From 3*s.* a day to 21*s.* a week and on the Falkirk side amounted to 4*s.* a day. Dumbarton, extra hands 4*s.* 6*d.* to 5*s.* a day.
Wigtown, Kirkcudbright, and Dumfries. Rutherfurd, B.-V. 36.	- - - - -	- - - - -	- - - - -	Labourers unconnected with the staff 2*s.* 6*d.* to 3*s.*, and occasionally 3*s.* 6*d.* In Dumfries-shire rather nearer 3*s.*; or the more usual engagements being by the week, 15*s.* to 18*s.* A good all round man, 4*s.* a day.

Piece-work. Payment in Hay-time and during Harvest.

District. Assistant Commissioner Reporting. Reference to Reports.	Piecework, General or Unusual.	Mode of Payment in Hay-time.	Mode of Payment during Harvest.
PRINGLE A. 42.	Is very little practised in any of these districts.	—	—
RUTHERFURD A. 56.	- - - - -	- - - - -	The regular staff receive no increase of wage in hay time or harvest, but in most cases food is given, or 1*l.* in money, or occasionally 1*s.* a day, and also refreshments if required to work overtime. Extra hands so much a day with food, or by contract for the whole harvest, including bed and board.
Aberdeen and Kincardine. Gillespie, B.-VII. 20.	Dyke builders, 10*d.* a yard, about 4*s.* a day. Cutting in harvest at 12*s.* to 14*s.* per acre. Hoeing turnips, 13*s.* per acre.	- - - - -	Cutting done by contract.
Ayr, Renfrew, Bute, and South Argyle. Rutherfurd, A. 56, B.-II. 27, 28.	3*s.* 6*d.* to 5*s.* a day - - - (27.)	No extra pay, but usually refreshment for extra time. (28.) Near Paisley odd men 5*s.* and 6*s.* a day. South Argyle 3*s.* to 3*s.* 6*d.* a day, day labourers. (A. 56.)	The same as for hay time.
Berwick and Roxburgh. Wilkinson, B.-VI. 33.	Scarcely any. Corn is sometimes reaped by the Irish, inclusive of tying and stooking. Turnip thinning is sometimes done and draining.	—	—

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THE AGRICULTURAL LABOURER.

WAGES AND EARNINGS—*cont.*

Piece-work. Payment in Hay-time and during Harvest—cont.

District. Assistant Commissioner Reporting. Reference to Reports.	Piece-work, General or Unusual.	Mode of Payment in Hay-time.	Mode of Payments during Harvest.
Breadalbane - - Pringle, B.-III. 36, 37, 38.	Almost none. A little draining done. (37.)	No special or extra wages are given. (30.) Crofters give their services in return for ploughing of croft done before seed time. (38.)	The same as for hay-time.
Caithness, Orkney, Sutherland, and Ross. Rutherfurd, B.-I. 31, 33; A. 56.	Draining, 3*s.* 3*d.* for 22 yards - - (33.)	No difference to the regular staff. Extra men 3*l.* 5*s.* to 5*l.*, with food and lodging. (31.)	No difference to the regular staff. Extra men 3*l.* 5*s.* to 5*l.*, with food and lodging. (31.) By the day 3*s.* to 3*s.* 6*d.*, in Ross. In Orkney 3*l.* 15*s.* to 5*l.* (A. 56.)
Edinburgh and Haddington. Pringle, A. 40; B.-II. 58, 60, 61, 63.	Within the ordinary working hours no piece-work is done by regular labourers. Women have a little at turnip singling. Irish immigrants generally work by it. (58.)	For overtime beer and bread, with perhaps a bit of cheese. (60.)	Ploughmen get from 20*s.* to 25*s.* extra. (A. 40.) Regular men get 10*s.* extra, and either dinner, consisting of a bottle of "shearers beer" and a loaf of bread, or 10*s.* in lieu of dinner. (61.) Labourers specially engaged for harvest are paid from 4*s.* to 5*s.* a day. (63.)
Fife, Kinross, and Clackmannan. Pringle, A. 40; B.-I. 133, 137, 138; App. D.	Very little is done on Fife farms - (B.-I. 133; App. D.)	When extra time is worked the master provides a meal of bread and beer, or tea, but no increase of wages takes place, except in the case of Lord Balfour, who gives 1*s.* a day extra for 10 days. (137.)	Ploughmen get from 15*s.* to 21*s.* extra. (A. 40.) Ploughmen get their usual wage, beer and bread, or 6*d.* a day. In some cases an allowance of 10*s.* to 20*s.* is paid, in this case they feed themselves. Orra men, cattlemen, and farm stewards, get the same allowance. Special harvest men get from 4*l.* 10*s.* to 5*l.* 10*s.* for four weeks and food, and 6*d.* a day in addition if they find their own food. After the four weeks their wages are reduced. (138; App. D.)
Forfar and East Perth. Gillespie, B.-VIII. 21, 22.	Drainers, 3*s.* or 4*s.* per chain; dykers, 10*d.* per yard. (22.)	- - - - -	Ploughmen get 5*s.* extra while cutting, meat extra while leading. Men who get their food in the kitchen get nothing extra. (21.) "Orra" labourers get 4*s.* a day. Men get 22*s.* to 25*s.* per week. (21.)
Inverness (North), Ross (South). Pringle, B.-IV. *Arable*, 31, 33, 34.	Seldom practised by regular servants. By casual labourers to top and tail turnips. (31.)	No special wages given to any class of labourer; refreshment is given for extra time. (32.)	Only refreshment given for extra work. Orra men on day's pay earn 1*s.* a day over the regular wages. (32, 34.)
Pastoral, 132, 133 -	The only piece-work now practised is the cutting of hill drains. (133.)	- - - - -	Harvest wages are not general, but 6*d.* a day extra is given on some farms to men, whereas women get 6*d.* a day extra and food. (132.)
Lanark (North) and Linlithgow Rutherfurd, B.-IV. 32, 35.	None for the regular staff. For draining and dyke building ordinary 3 ft. drain in fair soil was 3*s.* 6*d.* per chain. (32.)	No extra pay - - - (35.)	No extra pay. In some places 1*l.* in lieu of food. Strangers as much as 4*s.* a day. Linlithgow men 18*s.* a week. (35.)
Moray, Banff, and Nairn. Gillespie, B.-VI. 16, 19.	Little or no piece-work done, drainers can make 30*s.* a week, the rate being 15*s.* per 100 yards. Dyke builders get 6*d.* a yard, men excavating earth, 4*d.* a cubic yard. (19.)	Hay mowing is sometimes done by contract at 4*s.* an acre. (19.)	A man will get 26*s.* a week; four weeks' work is guaranteed them; they get their board in addition. For extra work they get bread and beer, sometimes 8*d.* a day. (16.)
Selkirk, Peebles, and Dumfries. Wilkinson, B.-V. 17.	None worth mentioning, except draining and dykeing.		—
Stirling and Dumbarton. Rutherfurd, A. 56; B-III. 40, 42, 43, 64.	Irishmen topping turnips earn 4*s.* a day (42.) Draining 1*s.* 8*d.* to 2*s.* a chain in carse land, but near Falkirk in the stony district nearly double. In one district 5*s.* a rood of 36 yards. (43.) Dumbarton. Drainers' wages 4*s.* 6*d.* a day, dyke men 4*s.* 6*d.* to 5*s.* (64.)	Regular servants no extra pay - - (40.)	No extra pay, but in harvest food or meal, or 1*l.* in money in lieu thereof. Ordinary labourers and Irishmen 4*s.* a day. (40.) Where machines could not work the harvest, let to Irishmen at the rate of 22*s.* to 25*s.* an acre for reaping, binding, and stooking. (43; A. 56.)
Wigtown, Kirkcudbright, and Dumfries. Rutherfurd, B.-V. 35, 38.	None for regular servants. 5*d.* to 1*s.* for making a drain per rood of 20 ft. at another place, 11*d.* for cutting tiling and filling, while in Dumfries-shire the figure was 9*d.* per rood of 18 ft. (35.)	No special payment - - - (38.)	Either food or 1*l.* in lieu of it. For others not regular servants in Wigtownshire a sum varying from 3*l.* 15*s.* to 4*l.* and 5*l.*, with food and lodging, 4*l.* being a usual figure and one paid to Irishmen. In the other two counties as much as 5*l.* was paid for good men. (38.)

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WAGES AND EARNINGS—*cont.*

THE AGRICULTURAL LABOURER.

Addition to Wages by Allowances. Perquisites and Payments in Kind.

District. Assistant Commissioner Reporting. Reference to Reports.	Nature of Allowances, &c.
PRINGLE - - - - - A. 56, 44.	Labourers are allowed milk from the farm dairy. On some places the men are given the whole use of a cow, but the general rule is a Scotch pint (equal to half an imperial gallon) to each labourer. Near manufacturing towns in Fife and in the majority of cases near Beauly skim milk is allowed, but with these exceptions the milk given is fresh from the cow (56). The occupation of a farm cottage brings in its train at least three perquisites—free house and garden, manure for the garden or straw for the piggy, cartage of coals. Potatoes in the field are common but not universal.
RUTHERFURD - - - A. 45.	House and coal carting. Meal, milk, potatoes, sometimes coal or peat.
Aberdeen and Kincardine - Gillespie, B.–VII. 25; App. A. 25, 30, 39, 48, 52.	Married men meal, milk, house, and garden, coals, generally a ton, which is driven by the farmer along with the firewood. Potatoes. In some places they get their breakfast and dinner in the farmers' kitchens, so that they should be well fed for their work. In such cases the men only receive half the allowance of meal and milk.
Ayr, Renfrew, Bute, and South Argyle. Rutherfurd, A; App. B.	Cows grass and winter keep, meal, coals driven, potatoes, house and garden. Value 25*l.* 5*s.* (South Argyle). Free house and garden, meal, and flour. Value 11*l.* 10*s.* (Ayrshire.)
Berwick and Roxburgh - Wilkinson, B.–VI. 29-31, 36.	Oats, barley, peas or beans, potatoes, house and garden, the keep of a cow, the carting of coals free, and often the supply of them at cost price, all straw wanted for pigs. When extra hours are being worked a lunch of bread and beer always once and generally twice a day. Cow no longer valued as formerly; this arises almost entirely from the unwillingness of the wives to take the trouble to milk and churn; in a few cases the want of a milk-room has something to do with it.
Breadalbane - - - - Pringle, B.–III. 29.	Single men free bothy accommodation with use of beds, blankets, and sheets, free fuel for bothy fire, towels, and often soap and lights, or free board in the farm kitchen. Shepherds a cow or two cows, also the keep of a calf until it is a year old. Potatoes, but more often as much land tilled as he can find manure and seed for. Some have croft land. Peat is allowed. Most shepherds receive oatmeal. Braxy mutton is given. Free house and garden.
Caithness, Orkney, Sutherland, and Ross. Rutherfurd, A.; App. B.	Meal, milk, potatoes, firing, house, and garden. Valued at about 21*l.* (Caithness and Ross.)
Edinburgh and Haddington - Pringle, B.–II. 65–67.	Free house and garden. For each garden a load and a half of well-rotted manure is sent down. Straw for pig litter, potatoes, coals carted free (65). They also get old wood for firewood (66). Some get oatmeal (67).
Fife, Kinross, and Clackmannan. Pringle, B.–I. 139–149.	Married ploughmen, house and garden, a stated quantity of oatmeal, a daily allowance of milk, so many potatoes, coals driven free, litter for pig or manure for garden, harvest allowances. Some few men, generally stewards, and shepherds have the sole use of a cow, occasionally a master feeds a pig. Sometimes extras, such as a bag of wheat, brewer's dregs for the pigs, a sack of oatmeal for shepherd's dog, some small potatoes or turnips are given. Young men in bothies have money wage, free accommodation in bothy, blankets found and washed, and towels and bothy cleaned out. Sometimes soap and lights found; oatmeal, milk and potatoes found. When young horses are trained some masters give 5*s.* or 10*s.* to the servant in charge of them. When men flit farmer supplies vehicles and horses.
Forfar and East Perth - Gillespie, B.–VIII. 23; App. A.	Meal, milk, potatoes, house in the northern part of the district, a load of coals; in every case the coals are driven.
Inverness (North) and Ross (South). Pringle, B.–IV. *Arable*, 33, 34.	Married ploughmen, free house and garden, can keep pig and poultry, litter supplied for stye; if no pig is kept manure is given for garden. Oatmeal from 65 to 100 stones of 14 lbs., milk, potatoes, two tons of coal. Women cottars are allowed to gather sticks in woods. Where valuable breeding stock is kept cattlemen get a premium on prizes taken.
Pastoral, 116–124.	Some have pack flocks. All married shepherds free house, generally two cows, the keep of one calf till it is a year old. The manure made is used for the potato land in the croft or small field near by. Where one cow is kept and manure is insufficient some artificial manure is given. Oatmeal. At "handling times" food is given or an extra allowance of oatmeal. Peat for firing is sometimes carted free of charge. Braxy mutton. The herd may collect and keep any broken wool found hanging to bushes or rocks.
Lanark (North) and Linlithgow. Rutherfurd, B.–IV. 26–28.	Free house and carting of coals, sometimes potatoes, and rarely meal (Lanarkshire). House, garden, meal, potatoes, coal carting. Harvest 14*l.* 15*s.* (Linlithgowshire).
Moray, Banff, and Nairn - Gillespie, B.–VI. 13.	Married men get house and garden along with potatoes allowed them. They also get coal or peat, firewood, meal, milk. For amounts and value see App. A.
Selkirk, Peebles, and Dumfries. Wilkinson, B.–V. 12–15.	Payment by packs much less common than formerly. The custom of having a cow kept is on the wane, owing to the refusal of women to take the trouble to milk or churn. Potatoes are given. Oatmeal is also often given as part of the wage. Shepherds get the fallen sheep or "braxies" and the "clarty wool."
Stirling and Dumbarton - Rutherfurd, A.; App. B.; B.–III. 31.	Oatmeal, skim milk, potatoes, coal driving, harvest money, house. Value 15*l.* 4*s.* 3*d.* (Stirling).
Wigtown, Kirkcudbright, and Dumfries. Rutherfurd, A.; App. B.	House and garden, coals, potatoes. Value 21*l.* 5*s.* (Wigtown).

Actual ascertained Annual Earnings of Agricultural Labourers. From Farmers' Books. Inclusive of Allowances and Extra Payments.

District. Assistant Commissioner Reporting. Reference to Reports.	Carters and Men in charge of Horses.	Stockmen and Others in charge of Cattle.	Shepherds.	Ordinary Labourers.
Aberdeen, &c. - -	—	—	—	—
Ayr, Renfrew, Bute, and South Argyle. Rutherfurd, B.–II. 29.	Renfrew, head ploughman, 61*l.* 10*s.*	—	—	—
Berwick, &c. - -	—	—	—	—
Breadalbane - -	—	—	—	—

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WAGES AND EARNINGS—*cont.*

THE AGRICULTURAL LABOURER.

Actual Ascertained Annual Earnings of different Classes of Agricultural Labourers. From Farmers' Books, inclusive of Allowances and Extra Payments—cont.

District. Assistant Commissioner Reporting. Reference to Reports.	Carters and Men in charge of Horses.	Stockmen and Others in charge of Cattle.	Shepherds.	Ordinary Labourers.
Caithness, Orkney, Sutherland, and Ross. Rutherfurd, B.-I.; App. D.; App. E.	50*l.* 12*s.*; 45*l.* 13*s.*; 40*l.* 17*s.*; 37*l.* 2*s.* (App. E.)	Grieve, 40*l.* per annum, with cow, coals, meal, &c. (App. D.)	- - - -	2*s.* 6*d.* a day. (App. D.)
Edinburgh and Haddington. Pringle, B.-II.; App. C.	Farm stewards, minimum, 53*l.* 7*s.* 3*d.*, maximum, 80*l.* 16*s.* 3*d.*; ploughmen, minimum, 45*l.* 12*s.* 3*d.*, maximum, 56*l.* 18*s.* 6*d.*	Minimum, 43*l.* 4*s.* 3*d.*, maximum, 57*l.* 8*s.* 3*d.*	An old man, 41*l.* 6*s.* 6*d.*; minimum, 51*l.* 18*s.*; maximum, 75*l.* 19*s.* 6*d.*	Minimum, 48*l.* 4*s.*, maximum, 54*l.* 2*s.* 9*d.*
Fife, Kinross, and Clackmannan. Pringle, B.-I.; App. C.; App. D.	Farm grieve, 67*l.* 6*s.*; ploughman, 52*l.* 19*s.* (App. C.) Grieve, 74*l.* 7*s.* 3*d.*; ploughman, 47*l.* 7*s.* 3*d.*, 40*l.* 18*s.* 9*d.*, 35*l.* 18*s.* 9*d.*; plough lad, 31*l.* 18*s.* 9*d.* (App. D.)	44*l.* 7*s.* 3*d.* (App. D.)	- - - -	52*l.* 19*s.* (App. C.)
Forfar, &c.	—	—	—	—
Inverness, &c.	—	—	—	—
Lanark, &c.	—	—	—	—
Moray, &c.	—	—	—	—
Selkirk &c.	—	—	—	—
Stirling and Dumbarton. Rutherfurd, B.-III.; App. C. (1) and (2).	Grieve, 65*l.* 4*s.*; ploughmen, minimum, 35*l.* 17*s.*, maximum, 58*l.* 16*s.* (App. C. (1)). Grieve, 63*l.* 14*s.*; ploughmen, minimum, 42*l.* 4*s.*, maximum, 56*l.* 15*s.* (App. C. (2)).	56*l.* 15*s.* (App. C. (2)).	—	—
Wigtown, &c.	—	—	—	—

Estimated Annual Earnings from various Sources of the different Classes of the Agricultural Labourer inclusive of Allowances and Extra Payments.

District. Assistant Commissioner Reporting. Reference to Reports.	Carters and Men in charge of Horses.	Stockmen and those in charge of Cattle.	Shepherds.	Ordinary Labourers.
Aberdeen and Kincardine. Gillespie, B.-VII. 16-19.	Married ploughmen, average over the whole district, not less than 45*l.* (16.) Single men much the same. As a rule, more in money. (18.)	Cattle men get rather more than married ploughmen. Grieves will get from 2*l.* to 6*l.* more in money. (17.)	- - - -	—
Ayr, Renfrew, Bute, and South Argyle, Rutherfurd, B.-II. 21-24. 29, 31, 35.	From 49*l.* to 51*l.* (21.) Farm servants, 48*l.* 16*s.* to 57*l.* 8*s.* (23.) In all, about 58*l.* 7*s.*, others may reach to fully 60*l.* (29.) Young unmarried men, boarded, receive from 12*l.* to 21*l.* (30.) Bute, about 5*l.* less. South Argyle, 40*l.* 5*s.* Unmarried men, 10*l.* to 12*l.* a year with board, superior, 14*l.* (35.)	- - - - -	Much the same as ploughmen. (22), (31.)	—
Berwick and Roxburgh. Wilkinson, B.-VI. 32; App. B. 8.	Ploughmen. Boll wage from 43*l.* 5*s.* 6*d.* to 48*l.* 18*s.* Money wage, 48*l.* 12*s.* to 51*l.* 4*s.* A ploughman steward generally received 1*l.* to 2*l.*, and a steward, 5*l.* to 10*l.* more than a ploughman. Single men, boarded in the house, about 30*l.* Specially skilled young ploughmen, 28*l.* to 30*l.* Second hind, if able to work a pair of horses, 32*l.* to 40*l.* all in cash. (32.)	Byremen the same as ploughmen. (32.)	From 51*l.* 18*s.* to 60*l.* 14*s.* A young shepherd about 20*l.* and his board. (32.) On one estate, from 16*s.* a week to 55*l.* per annum, and allowances. (App. B. 8.)	—

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THE AGRICULTURAL LABOURER.

WAGES AND EARNINGS—*cont.*

Estimated Annual Earnings from various Sources of the different Classes of Agricultural Labourer, inclusive of Allowances and Extra Payments—cont.

THE AGRICULTURAL LABOURER.

District. Assistant Commissioner Reporting. Reference to Reports.	Carters and Men in charge of Horses.	Stockmen and those in charge of Cattle.	Shepherds.	Ordinary Labourers.
Breadalbane - Pringle, B.-III. 31-33.	-	-	Six on one farm, 50*l.* 7*s.* (31.) Ordinary shepherds from 50*l.* to 56*l.* Headmen, from 60*l.* to 80*l.* Junior, or orra shepherds, 35*l.* to 45*l.* (Exceptional cases, 48*l.*) (33.)	—
Caithness, Orkney, Sutherland, and Ross. - Rutherfurd, A. 47; B.-I. 28, 29, 50; App. B.	-	-	On large farms, from 18*l.* to 24*l.* in cash and sometimes pasture for a few sheep. Payment in kind, 21*l.* (28; App. B.) In one case, 70*l.*; but out of this, which was partly made up by two cows, the shepherd had to board a lad and give milk to lambs. (50.)	—
Edinburgh and Haddington. Pringle, A. 30; B.-II. 70, 77, 78, 80, 81, 86.	Grieves or stewards, 54*l.* 12*s.* to 80*l.* 16*s.* 3*d.* Ploughmen, 46*l.* 3*s.* 3*d.* to 56*l.* 18*s.* 6*d.* Single ploughmen, 39*l.* to 42*l.* 12*s.* (A. 30; B.-II. 89, 86.) Hinds, from 46*l.* 3*s.* 3*d.* to 56*l.* 15*s.* 6*d.* (70.)	54*l.* to 57*l.* 8*s.* 3*d.* (A. 30; B.-II. 86.) On large farms, from 53*l.* to 57*l.*, others from 45*l.* to 53*l.* Oldish men, from 40*l.* to 44*l.* 10*s.* Some few get 2*l.* to 4*l.* Sunday pay. (78.)	56*l.* to 76*l.* (A. 30; B.-II. 86.) In charge of flying stock, 3*l.* 10*s.* to 4*l.* 12*s.* a month. Resident herds, 55*l.* 19*s.* 6*d.* to 63*l.* 16*s.* 3*d.*, and from 70*l.* 10*s.* 11*d.* to 75*l.* 19*s.* 6*d.* (81.)	46*l.* 3*s.* 3*d.* to 56*l.* 18*s.* 6*d.* (A. 30; B.-II. 86.) Resident orra men run from 50*l.* to 53*l.* (B.-II. 77.)
Fife, Kinross, and Clackmannan. Pringle, A. 30.	Manager grieves or stewards, 51*l.* 12*s.* to 74*l.* 7*s.* 3*d.*; ploughmen, 47*l.* 10*s.* to 54*l.* 14*s.*; single ploughmen, 31*l.* 18*s.* 9*d.* to 48*l.* 10*s.*	38*l.* 8*s.* 11*d.* to 54*l.* 5*s.* 10*d.*	43*l.* 17*s.* to 55*l.* 2*s.* 3*d.*	45*l.* 18*s.* to 52*l.* 4*s.*
Forfar and East Perth. Gillespie, B.-VIII. 18, 19, 20, 22.	Farmers estimate for married men, 47*l.* 14*s.*; 49*l.*; 50*l.* 16*s.*; 51*l.* 13*s.* 8*d.*; 50*l.* to 53*l.*, and 52*l.* 6*s.* (18.) Men's estimate, 48*l.*; 49*l.*; 50*l.*; 53*l.* 4*s.* (19.) Single men get more money. (20.)	-	-	—
Inverness (North), and Ross (South). Pringle, B.-IV. *Arable*, 34.	Married ploughmen, 46*l.* 2*s.* 6*d.*; junior, unmarried, 40*l.* 2*s.* 6*d.*; grieves, from 52*l.* 2*s.* 6*d.* to 66*l.* 2*s.* 6*d.*	Same as ploughmen	Where flying stock is kept paid the same as ploughmen. Expert men in charge of breeding stock. 1*l.* per week with free house.	Same as ploughmen
Pastoral, 125, 128, 132; App. B. 1-3, 4, 5.	Ploughmen, 44*l.* 2*s.* to 47*l.* 3*s.* (132; App. B. 5.)	-	From 51*l.* 2*s.* on the island of Skye to 58*l.* 11*s.* 9*d.* on the mainland. (125; App. B.-I.) Unmarried, from 35*l.* 4*s.* to 46*l.* 2*s.* (128; App. B. 4.) Shepherd's wage in Sutherland, 68*l.* 14*s.* (App. B. 3.)	—
Lanark (North) and Linlithgow. Rutherfurd, B.-IV. 28, 29, 34.	Lanark, about 63*l.* 8*s.*; Linlithgow, 52*l.* 15*s.*; 55*l.* 13*s.* (28.) Unmarried men, from 12*l.* to 18*l.* the half year, with bed and board, valued at 7*s.* or 8*s.* or 10*s.* a week. (29.)	The same as ploughmen	The same as ploughmen. (34.)	—
Moray, Banff, and Nairn. Gillespie, B.-VI. 15, 16; App. A.	Married men, allowances, 16*l.*; money, 29*l.*; total, 45*l.* Single men, board, lodging, and fire and 29*l.* They sometimes get as much as 1*l.* 10*s.* in money wage more than married men. (15.)	Much the same wages and allowances as ploughmen. (16.)	In some places get a croft sufficient to keep a couple of cows. Such a shepherd will have about 50*l.* inclusive. (16.)	—
Selkirk, Peebles, and Dumfries. Wilkinson, B.-V. 16.	From 45*l.* to 49*l.* 18*s.*	41*l.* 13*s.* and 37*l.* These men were both rather old. Not much stock feeding in the district.	From 49*l.* 2*s.* to 62*l.* 4*s.* Single shepherds, from 42*l.* to 50*l.*	—

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WAGES AND EARNINGS—*cont.*

THE AGRICULTURAL LABOURER.

Estimated Annual Earnings from various Sources of the different Classes of Agricultural Labourers, inclusive of Allowances and Extra Payments—cont.

District. Assistant Commissioner Reporting. Reference to Reports.	Carters and Men in charge of Horses.	Stockmen and those in charge of Cattle.	Shepherds.	Ordinary Labourers.
Stirling and Dumbarton. Rutherfurd, B.-III. 31, 33, 35–38, 62.	50*l.* 4*s.* 3*d.* to 55*l.* 4*s.* 3*d.* (51.) In the west of Stirling county, 32*l.* to 35*l.*, and allowances, 18*l.* 10*s.* (33.) East side, Stirling, money wage, 1*l.* a week, or a total of 59*l.* 5*s.* On one farm, foreman, 25*s.* First ploughman, 20*s.* Second, 19*s.* 6*d.*, others, 19*s.* Payments in kind to yearly labourers, 10*l.* 13*s.* (35.) Unmarried men able to manage a pair of horses, near Stirling, 13*l.* the half year with bed and board. For other parts, from 12*l.* to 17*l.*, and near Falkirk, 14*l.* to 17*l.*, bed and board valued at 7*s.* to 10*s.* a a week. (37.) Dumbarton, 59*l.* 3*s.* 6*d.* to 61*l.* 15*s.* 6*d.* (62.)	All married labourers in cottages about 55*l.* 15*s.*; for some, 1*l.* to 1*l.* 10*s.* more. (36.)	Not numerous; wages the same as ploughmen's. (38.)	—
Wigtown, Kirkcudbright, and Dumfries. Rutherfurd, A. 55; B.-V. 29, 30, 37.	From 41*l.* to 44*l.* 10*s.* Kirkcudbright, 44*l.* to 44*l.* 6*s.* Dumfriesshire, 45*l.* to 46*l.* 12*s.* (29.) Single men, boarded, acting as ploughmen, from 9*l.* to 12*l.* for the half year, 18*l.* being given at one place. Halfins, from 6*l.* to 7*l.* 10*s.* Dumfries, first-class men, from 12*l.* to 14*l.* Inferior, 8*l.* to 10*l.* Lads, 6*l.* to 10*l.* (30.)	- - - - - -	The same as ploughmen, or 1*l.* or 2*l.* more. In the higher districts, 48*l.* to 52*l.* (37.)	39*l.* 10*s.* (A. 55.)

Boys' and Women's Wages and Earnings, and Family Earnings.

District. Assistant Commissioner Reporting. Reference to Reports.	Boys' Weekly Wages and Earnings.	Women's Wages and Earnings.	Family Earnings.
RUTHERFURD A. 46, 53, 54.	- - - - - -	Field workers from 1*s.* to 2*s.* a day. Those engaged directly from the farmers from 16*l.* to 22*l.* (53.) Byre women and dairymaids combined, 20*l.* to 22*l.* per annum. Dairymaids, 24*l.* to 25*l.* Chief dairymaid sometimes 30*l.* besides board. (54.) Ploughmen's wives and others who assist in milking get from 2*s.* 6*d.* to 4*s.* a week, working 14 to 21 hours a week. (54.)	120*l.* or 140*l.* a year. (46, foot-note.)
Aberdeen and Kincardine. Gillespie, B.-VII. 20; App. A.	- - - - - -	Workers, 1*s.* to 1*s.* 8*d.* a day. Women engaged by the year, about 20*l.*, with board and lodging. Those who come to the farm for a few hours to milk get 12*l.*	—
Ayr, Renfrew, Bute, and South Argyle. Rutherfurd, B.-II. 24, 26–28, 30, 33, 35.	Young lads usually receive the same as women. (26.)	Those who assist in dairy work, from 3*s.* 6*d.* a week to 1*s.* a day. (24.) From 9*l.* to 11*l.* the half-year, with board in the house. Field workers, 1*s.* 6*d.* a day in one place; 1*s.* 3*d.* in winter. (26.) At piece-work, pulling and "shawing" turnips, 6*s.* to 8*s.* an acre. (27.) At harvest, women workers, 3*s.* to 3*s.* 6*d.* a day. (28.) In Renfrew, 2*s.* a day. Haymaking, 2*s.* 6*d.* Harvest, 3*s.* to 4*s.* When engaged for the half-year and boarded the pay is about 11*l.* for that period. (30.) Bute inferior, 9*l.*, and best, 10*l.* to 11*l.* the half-year, (33.) South Argyle dairymaids, 10*l.* to 12*l.* the half-year; superior, in full charge, 14*l.* Out-door workers, 8*l.* to 10*l.*, all living in the house. (35.)	—

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WAGES AND EARNINGS—*cont.*

Boys' and Women's Wages and Earnings, and Family Earnings—cont.

District. Assistant Commissioner Reporting. Reference to Report.	Boys' Wages and Earnings.	Women's Wages and Earnings.	Family Earnings.
Berwick and Roxburgh. Wilkinson, B.–VI. 32, 63; App. B. 7.	Just starting work, 6*s.* to 7*s.* a week, and about 9*s.* when able to work the odd horses. (32.)	Workers from 25*l.* to 28*l.* Day wage, 1*s.* 6*d.* to 2*s.* (32; App. B., 7.)	There are many houses where the joint income is fully 150*l.* (63.)
Breadalbane . . Pringle, B.–III. 33, 34, 35.	. . . . .	Dairymaids from 20*l.* to 24*l.* per annum, with board and lodging. Women to work "in and out" from 14*l.* to 20*l.*, with board and lodging. (34.) At haytime, 2*s.* a day. (35.)	A man and wife 79*l.* 12*s.* (32.)
Caithness, Orkney, Sutherland, and Ross. Rutherfurd. B.–I. 30, 31; App. F.	Boys without horses are paid the same as women. (30.)	Where cows are kept, usually 12*l.* a year with board or payment in kind, or by the day, 1*s.* 3*d.* (30.) 2*s.* 6*d.* a day in harvest. Potatoes and coals are given. (App. F.) At hay and corn harvest a rise in the daily pay to 2*s.*, or of 2*l.* for the season, with a stone of meal a week and fourth of a "pint" of milk daily. (31.)	—
Edinburgh and Haddington. Pringle, A. 39, 40; B.–II. 19, 62, 64, 75, 82–85, 91; App. C.	Small boys from 6*s.* to 8*s.* a week. Boys from 16 to 17 average 34*l.* 16*s.* per annum. (75.) A boy 14 gets 19*l.* 4*s.* (84.) Prentices to the plough, 1st, 2nd, and 3rd years, 9*s.*, 12*s.*, and 15*s.* respectively. Harvest allowance always given, and in the 3rd year potatoes allowed. (App. C.)	8*s.* to 9*s.* a week. At harvest, 23*s.* to 40*s.* From 6*d.* to 1*s.* a day rise at potato harvest. (62.) Increase of from 1*s.* to 4*s.* a week at potato harvest; some get 12*s.* a week at this time. (64.) Women cottars, or those in charge of cattle, from 28*l.* 5*s.* to 33*l.* 18*s.* (82.) Ordinary workers, 21*l.* 10*s.* to 35*l.* 17*s.* 6*d.* (83.) Casual workers, 10*s.* to 14*s.* in summer, 9*s.* in winter. (85; App. C.)	One family about 300*l.* (19.) 163*l.* 11*s.* 3*d.* 107*l.* 12*s.* A woman cottar with two daughters about 80*l.* (91.)
Fife, Kinross, and Clackmannan. Pringle, A. 30, 39–40, 75; B.–I. 97, 138, 150; App. D. 3.	Lads 1*s.* 2*d.* to 1*s.* 3*d.* a day . . (97.) Good strong lads get 9*s.* to 16*s.* a week for the harvest months. (138.) Boys between 15 and 17 get 5*s.* 9½*d.* to 9*s.* 2½*d.* a week. (150.) Strong boys, 20*l.* to 30*l.*; young boys, 15*l.* to 20*l.* (A. 30.)	East Fife, 7*s.* to 8*s.* a week. 7*s.* to 9*s.* a week. At harvest, 15*s.* to 21*s.* From 6*d.* to 1*s.* a day at potato harvest. (A. 39, 40.) 1*s.* 2*d.* and 1*s.* 3*d.* a day. (97, 138.) 1*s.* 4*d.* a day. 2*s.* 6*d.* harvest. Potato lifting, 1*s.* 6*d.* (App. D. 3.) 19*l.* 10*s.* to 23*l.* 10*s.* (A. 30.)	In many cases amounted to over 150*l.* While exceptional ones exceeded 200*l.* (A. 75.)
Forfar and East Perth. Gillespie, B.–VIII. 22.	. . . . .	1*s.* 4*d.* and 1*s.* 6*d.* a day, at potato time 2*s.*, and at harvest 4*s.* When hoeing is done by contract women make 2*s.* 6*d.* to 3*s.* a day. A head dairy woman gets 16*l.* to 18*l.* per annum; her assistants, 15*l.* to 16*l.*	—
Inverness (North) and Ross (South). Pringle, A. 39–40; B. IV. *Arable*, 31, 32, 34.	From 15 to 17 earn 1*s.* 3*d.* to 1*s.* 9*d.* per day. (34.)	Beauly, 7*s.* to 8*s.* a week. At harvest, 28*s.* to 30*s.* (A. 39, 40.) Employed by the day, top and tail turnips, 4*s.* to 7*s.* 6*d.* an acre. (31.) During harvest get double wages. (32.) 18*l.* Cottars, 22*l.* 7*s.* 5*d.* (34.)	—
Pastoral, 130, 132.	. . . . .	Women are generally engaged to roll the fleeces at clipping time, or mix the dip at dipping time. The general wage is 1*s.* 6*d.* a day. (130.) Women cottars, 1*s.* day, free house, potato land, and fuel carted. At harvest they get 6*d.* a day extra and food. (132.)	—
Lanark (North) and Linlithgow. Rutherfurd, B.–IV. 31, 32, 35; App. D.	. . . . .	Workers in the fields, 1*s.* 6*d.* to 1*s.* 9*d.* a day. In Linlithgow, 1*s.* 4*d.* to 1*s.* 6*d.* Byre women boarded from 8*l.* to 11*l.* the half year. Dairymaids from 7*l.* to 12*l.* Ploughmen's wives assisting in milking, 2*s.* 6*d.* to 4*s.* a week. In the strawberry districts fruit picking, 2*s.* to 3*s.* a day. (31.) 10*s.* an acre at one farm for the neat preparation of turnips for market. For singling 7*s.* to 8*s.* per acre. (32.) At harvest from 2*s.* to 3*s.* 6*d.* a day, occasionally 4*s.* 6*d.* In Linlithgow rather down to 12*s.* than above it. (35.)	—

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WAGES AND EARNINGS—*cont.*

Boys' and Women's Wages and Earnings, and Family Earnings—cont.

THE AGRICULTURAL LABOURER.

District. Assistant Commissioner Reporting. Reference to Report.	Boys' Weekly Wages and Earnings.	Women's Wages and Earnings.	Family Earnings.
Moray, Banff, and Nairn. Gillespie, B.-VI. 16; App. A.	Children not to be got at all - - At 18 they get full work and full Wages. (App. A.)	Workers where they are to be got 1*s.* to 1*s.* 3*d.* a day; for 1891-2 this rate rose to 1*s.* 6*d.* In harvest time 22*s.* a week and four weeks work is guaranteed them, and their board. If they work extra time they get bread and beer, in a few cases 8*d.* a day. (16.)	—
Selkirk, Peebles, and Dumfries. Wilkinson, B.-V.	—	—	—
Stirling and Dumbarton. Rutherfurd, B. III. 41, 42, 63, 64.	- - - - -	Byre women, and byre women and dairymaids combined, range from 6*l.* to 10*l.* the half-year, with board. In-door dairymaids 8*l.* to 12*l.* the half-year, and near Stirling, 14*l.*, with bed and board. (41.) Field workers 1*s.* 4*d.* to 1*s.* 6*d.* a day. Potato lifting 2*s.* Harvest 3*s.* to 3*s.* 6*d.* Piece-work singling, hoeing, and shawing turnips, 4*s.* 6*d.* to 8*s.* per acre. In some places for topping at the rate of 1½*d.* per 100 yards, yellow turnips, and 2*d.* for swedes. Women have been known to make 4*s.* at it, and even 5*s.* (42.) Dumbarton field workers, 1*s.* 6*d.* to 2*s.* a day. Byre women receive 8*l.* to 12*l.*, the half-year with board. Dairy women, 10*l.* to 12*l.* with board. (63.) Turnip thinning, 10*s.* an acre; pulling, 8*s.* to 10*s.* Potato hoeing, 10*s.* to 15*s.* Extra hands from 2*s.* 6*d.* to 3*s.*, and sometimes 3*s.* 6*d.* (64.)	—
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II.—GENERAL INDEX.

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